

**WKKO(FM), WLQR(AM), WTOD(AM), WRQN(FM),
 WLQR-FM, WXKR(FM), WWWM-FM, WTWR-FM
 EEO PUBLIC FILE REPORT
 June 1, 2008 – May 31, 2009¹**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
1. Account Executive	1-8, 11, 13, 20	13
2. Account Executive	1-8, 11, 13, 20	11
3. Account Executive	1-8, 11, 13, 20	11
4. Account Executive	1-8, 11, 13, 20	13
5. Account Executive	1-8, 11, 13, 20	13
6. General Sales Manager	1-8, 10-11, 13, 16, 20	13
7. Account Executive	1-8, 11, 13, 17, 20	17
8. Account Executive	1-8, 11, 13, 17, 20	17
9. Account Executive	1-8, 11, 13, 17, 20, 21	21
10. Account Executive	1-8, 11, 13, 17, 20	17
11. Account Executive	1-8, 11, 13, 20	13
12. Account Executive	1-8, 11, 13, 20	13
13. Sales Assistant	1-8, 11, 14, 20	11
14. Program Director	13, 16*	13
15. Receptionist	1-8, 10, 13-14, 16, 20, 22	14

**Exigent Circumstances*

¹This Report was revised in October 2009 to address reporting issues.

**WKKO(FM), WLQR(AM), WTOD(AM), WRQN(FM),
 WLQR-FM, WXKR(FM), WWWM-FM, WTWR-FM
 EEO PUBLIC FILE REPORT
 June 1, 2008 – May 31, 2009¹**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Marygrove College 8425 W. McNichols Road Detroit, MI 48221	N	0
2	Cuyahoga Community College 700 Carnegie Avenue Cleveland, OH 44115	N	0
3	Greater Toledo Urban League 608 Madison Avenue Toledo, OH 43604	N	0
4	Wayne County Community College 801 W. Fort Street Detroit, MI 48226	N	0
5	NW Ohio Black Media Association P. O. Box 322 Toledo, OH 43697	N	0
6	Toledo Business Journal 27 Broadway Toledo, OH 43602	N	0
7	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 Contact: Gary James	Y	0
8	The Source 1301 Monroe Street Toledo, OH 43624	N	0
9	Toledo Blade 541 N. Superior Street Toledo, OH 43660 <u>or</u> www.toledoblade.com	N	0
10	Ohio Association of Broadcasters www.oab.org	N	0
11	On-Air Announcements (<i>one or more SEU stations</i>)	N	12
12	CareerBuilder.com	N	0
13	Word-of-Mouth Referral	N	29
14	Station Website Posting (<i>one or more SEU stations</i>)	N	9
15	Walk-in/Self Referral	N	0
16	www.allaccess.com	N	7
17	Casual Job Fair	N	27
18	Inside Radio	N	0

**WKKO(FM), WLQR(AM), WTOD(AM), WRQN(FM),
 WLQR-FM, WXKR(FM), WWWM-FM, WTWR-FM
 EEO PUBLIC FILE REPORT
 June 1, 2008 – May 31, 2009¹**

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
19	MediaRecruiter.com	N	0
20	www.cumulusjobs.com	N	22
21	Former Employee (re-hire)	N	1
22	Stautzenberger College 1796 Indian Wood Circle Maumee, OH 43537	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			102

**WKKO(FM), WLQR(AM), WTOD(AM), WRQN(FM),
 WLQR-FM, WXKR(FM), WWWW-FM, WTWR-FM
 EEO PUBLIC FILE REPORT
 June 1, 2008 – May 31, 2009¹**

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host Casual Job Fair	On July 28, 2008, this SEU hosted a Casual Job Fair at the Hilton Toledo on Glendale Avenue in Toledo, Ohio. The SEU's Market Manager, Director of Sales and two Sales Managers spoke with attendees about radio sales and job opportunities within the SEU and resumes were accepted from interested parties. This event was promoted over the air on all SEU stations.
2	Management level training regarding EEO and preventing discrimination	On February 9, 2009, this SEU's Market and Business Managers attended a telephonic training session presented by Cumulus' outside communications counsel regarding compliance with the FCC's EEO rules.
3	Host Job Fair	On April 14, 2009, this SEU hosted a Job Fair at Owens Community College in Perrysburg, Ohio. Our SEU solicited local employers to participate in this event and assisted with their exhibition needs. The SEU also participated as an exhibitor providing attendees with information about career opportunities in broadcasting as well as job and internship opportunities within the SEU. SEU participants included the Market Manager, Promotions Director and several Account Executives. This event was promoted on one or more SEU stations.
4	Participate in Job Fair	On May 1, 2009, this SEU participated in the Job Fair hosted by Lucas County at the Lucas County Recreation Center in Maumee, Ohio. The SEU's Promotions Director, one Account Executive and two Interns spoke with attendees about career opportunities in broadcasting as well as job and internship opportunities within the SEU and accepted resumes. This event was promoted on one or more SEU stations.
5	Host Job Fair	On May 20, 2009, This SEU hosted a Casual Job Fair at the Hilton Garden Inn at Levis Commons in Perrysburg, Ohio. Our SEU solicited local employers to participate in this event and assisted with their exhibition needs. The SEU's Market Manager and two Sales Managers spoke with the attendees about sales opportunities within the SEU. This event was promoted on one or more SEU stations.

**WKKO(FM), WLQR(AM), WTOD(AM), WRQN(FM),
 WLQR-FM, WXKR(FM), WWWM-FM, WTWR-FM
 EEO PUBLIC FILE REPORT
 June 1, 2008 – May 31, 2009¹**

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
6	Internship Program	During this reporting period, this SEU sponsored fifteen (15) student interns from Bowling Green State University, University of Toledo and Specs Howard School of Broadcasting. The interns were supervised by the Promotions Director and Sales Manager and assisted with tasks in the Promotions, Programming and Sales Departments. Typical assignments included assisting with remote broadcasts, reviewing websites, researching sales leads and researching material for on-air use.