

**KLIF(AM), KTCK(AM), KTCK-FM, KPLX(FM), KLIF(FM),  
WBAP(AM), KSCS(FM) and employees at KESN(FM)<sup>1</sup>  
EEO PUBLIC FILE REPORT  
April 1, 2015-March 31, 2016**

**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
Account Executive #1	1-4,6-8,11-19,21,23,24,26-31,33,34,38,40,50-52	6
Account Executive #2	1-4,6-8,11-19,21,23,24,26-31,33,34,38,40,50-52	5
Account Executive #3	1-4,6-8,11-19,21,23,24,26-31,33,34,38,40,50-52	3
On-Air WBAP	5*	5
On-Air KESN	1,2,4,7-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	4
Staff Accountant	1-4,6-9,11-19,21,23,24,26-31,33,34,38,40,42,47,50-52	51
News Reporter/Anchor WBAP/KLIF-AM	1,2,4,7-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	34
Account Executive #4	1-4,6-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	3
Account Executive #5	1-4,6-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	3
On-Air KSCS	1,2,4,7-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	21
Account Executive #6	1-4,6-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	3
Promotions Director WBAP/KESN/KLIF-AM	1,2,4,7-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	4
On-Air WBAP	5*	4
Account Executive #7	1-4,6-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	4
Program Director KLIF- FM	1,2,4,7-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	4
Account Executive #8	1-4,6-9,11-19,21,23,24,26-31,33,34,38,40,42,47,50-52	3
Digital Producer/Webmaster	1,2,4,7-9,11-19,21,23,24,26-31,33,34,40,42,50-52	4
Account Executive #9	1-4,6-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	4
Account Executive #10	1-4,6-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	3
Producer/ADP KESN	1,2,4,7-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	4
Account Executive #11	1-4,6-9,11-19,21,23,24,26-31,33,34,38,40,42,50-52	4

*\*Exigent circumstances*

<sup>1</sup> Station KESN is subject to a Local Programming and Marketing Agreement dated October 8, 2013, between Susquehanna Radio Corp. (Programmer) and KESN Assets, LLC (Licensee).

**KLIF(AM), KTCK(AM), KTCK(FM), KPLX(FM), KLIF(FM),  
WBAP(AM), KSCS(FM) and employees at KESN(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2015-March 31, 2016**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Cumulus Business Managers</b> BM@cumulus.com	No	0
2	<b>Station Website Postings</b> (one or more SEU stations)	No	8
3	<b>On-Air Announcements</b> (one or more SEU stations)	No	25
4	<b>Word-of-Mouth Referral</b>	No	34
5	<b>Walk-in/Self-Referral</b>	No	3
6	<b>SEU Job Fair(s)/Open House(s)</b> (see Section III)	No	3
7	<b>Internal Posting</b>	No	8
8	<b>Veteran Employment Service</b> US Department of Veterans Affairs 4500 South Lancaster Road Dallas, TX 75216 Shanda Banks 214-783-1281 <a href="mailto:Shanda.Banks2@va.gov">Shanda.Banks2@va.gov</a> Rachelle Alexander 214-735-4201 <a href="mailto:Rachelle.Alexander@va.gov">Rachelle.Alexander@va.gov</a>	No	0
9	<b>Ohio Center For Broadcasting</b> 5330 East Main Street, Suite 200 Columbus, OH 43212 614-245-0555 <b>Alvis Moore, Placement Director</b> <a href="mailto:amoore@beonair.com">amoore@beonair.com</a>	No	0
10	<b>Texas Workforce Commission</b> 2922 MLK Boulevard Dallas, TX 75215 214-421-2460 Sally Nelson <a href="http://www.twc.state.tx.us">www.twc.state.tx.us</a>	No	0
11	<b>Greater Asian Chamber of Commerce</b> 11171 Harry Hines Boulevard, #115 Dallas, TX 75229 972-241-8250 <a href="mailto:gal@gdaacc.com">Gal Jumaoas (gal@gdaacc.com)</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<b>Dallas Black Chamber of Commerce</b> 2838 MLK Boulevard Dallas, TX 75215 214-421-5200 Carmen Humble (chum@dbcc.org)	No	0
13	<b>Dallas Hispanic Chamber of Commerce</b> 4622 Maple Avenue, #207 Dallas, TX 75219 214-521-6007 Sagrario Ortiz (sortiz@gdhcc.com)	No	0
14	<b>Texas Christian University/tcu.edu</b> PO Box 297300 Ft. Worth, TX 76129 817-257-5572 Bethany Kilgore- b.kilgore@tcu.edu Jessica Cates- j.cates@tcu.edu	No	0
15	<b>Southern Methodist University/smu.edu</b> Hegi Family Career Development Center PO Box 750256 Dallas, TX 75275-0256 214-768-2266 214-768-4292 (fax) recruit@smu.edu Alicia Love - atlove@smu.edu	No	0
16	<b>University of Dallas/udallas.edu</b> 1845 E. Northgate Drive, Carpenter Hall, Room 141 Irving, TX 75062-4736 972-721-5131 972-721-5044 (fax) Harriet H. Cousins career@udallas.edu	No	0
17	<b>DeVry University</b> 4800 Regent Boulevard Irving, TX 75063-2439 972-929-6777 Joan Long- jlong@devry.edu Sandra Lohr - slohr@devry.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	<b>Dallas County Community College District</b> Notification includes all colleges listed below: DCCCD Dept Email – <a href="mailto:bhcjobs@dcccd.edu">bhcjobs@dcccd.edu</a> El Centro College – <a href="http://elcentrocollege.edu">elcentrocollege.edu</a> Eastfield College – <a href="http://eastfieldcollege.edu">eastfieldcollege.edu</a> Northlake College - <a href="http://northlakecollege.edu">northlakecollege.edu</a> Mountain View College – <a href="http://mountainviewcollege.edu">mountainviewcollege.edu</a> Brookhaven College – <a href="http://brookhavencollege.edu">brookhavencollege.edu</a> Richland College – <a href="http://richlandcollege.edu">richlandcollege.edu</a> Cedar Valley College – <a href="http://cedarvalleycollege.edu">cedarvalleycollege.edu</a> Adam Clawson – <a href="mailto:adamc@dcccd.edu">adamc@dcccd.edu</a> Crystal Larthridge – <a href="mailto:clarthridge@dcccd.edu">clarthridge@dcccd.edu</a> Francienne Arynard – <a href="mailto:fmaynard@dcccd.edu">fmaynard@dcccd.edu</a> Juanita Hancock-Dickey – <a href="mailto:jhancock-dickey@dcccd.edu">jhancock-dickey@dcccd.edu</a> Mike Alford – <a href="mailto:malford@dcccd.edu">malford@dcccd.edu</a> Mike Henderson – <a href="mailto:mhenderson@dcccd.edu">mhenderson@dcccd.edu</a> Patsy Caropresi – <a href="mailto:pcaropresi@dcccd.edu">pcaropresi@dcccd.edu</a> Warren Osby – <a href="mailto:wosby@dcccd.edu">wosby@dcccd.edu</a> Diana Sukut – <a href="mailto:dsukut@dcccd.edu">dsukut@dcccd.edu</a>	No	0
19	<b>Greater Austin Chamber of Commerce</b> 5407 North IH 35, Suite 304 Austin, TX 78723 512-459-1181 <a href="http://www.austinbcc.org">www.austinbcc.org</a> <a href="mailto:admin@austinbcc.org">admin@austinbcc.org</a>	No	0
20	Left blank intentionally	No	0
21	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	7
22	<b>Media Staffing Network</b> <a href="mailto:info@mediastaffingnetwork.com">info@mediastaffingnetwork.com</a>	No	0
23	<b>University of Texas at Dallas/utdallas.edu</b> UTD Career Center PO Box 830688, MC-16 Richardson, TX 75083-0688 972-883-29443 972-883-2431 (fax) Shereada Harrell Annie Benjamin <a href="mailto:recruit@utdallas.edu">recruit@utdallas.edu</a>	No	0
24	<b>University of Texas at Arlington/uta.edu</b> PO Box 19156 Arlington, TX 76019-0156 817-272-2932 817-272-5792 (fax) Barbara Peet, Director of Career Services <a href="mailto:careers@uta.edu">careers@uta.edu</a> Nicole Caron – <a href="mailto:caron@uta.edu">caron@uta.edu</a> Nikki Dickens – <a href="mailto:nikki@uta.edu">nikki@uta.edu</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	<b>Ft Worth Metropolitan Black Chamber of Commerce</b> 1150 South Freeway, Suite 211 Ft. Worth, TX 76105 817-871-6538 817-332-6438 (fax)	No	0
26	<b>The Art Institute of Dallas</b> Two Northpark East 8080 Park Lane, Suite 100 Dallas, TX 75231 469-587-1213 Holly Doncaster – Contact: <a href="mailto:hdoncaster@aii.edu">hdoncaster@aii.edu</a> Melody Bunche – <a href="mailto:mbunche@aii.edu">mbunche@aii.edu</a> Laurie Garner (FW) – <a href="mailto:l Garner@aii.edu">l Garner@aii.edu</a>	No	0
27	<b>Texas Women’s University</b> 304 Administration Drive PO Box 425589 Denton, TX 76204 940-TWU-2000 Sherri Williams - <a href="mailto:careers@twu.edu">careers@twu.edu</a>	No	0
28	<b>University of North Texas</b> 1155 Union Circle #311277 Denton, TX 76203-5017 940-565-2000 Dan Naegeli- <a href="mailto:naegeli@unt.edu">naegeli@unt.edu</a>	No	0
29	<b>Austin College</b> 900 N. Grand Avenue Sherman, TX 75090-4400 903-813-2000 Lance Ott - <a href="mailto:career@austincollege.edu">career@austincollege.edu</a>	No	0
30	<b>Dallas Baptist University</b> 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360 Marion Hill - <a href="mailto:Marion@dbu.edu">Marion@dbu.edu</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	<b>Tarrant County College</b> 817-515-8223 Northeast Campus (necareerservices@tccd.edu) 828 West Harwood Rd., Hurst, TX 76054-3299 Northwest Campus (nw.ccarerrservices@tccd.edu) 1500 Houston St, Ft. Worth, TX 76102 South Campus (monica.bettle@tccd.edu) 5301 Campus Drive, Ft. Worth, TX 76119 Southeast Campus (secareerservices@tccd.edu) Tracy Williams tracy.williams@tccd.edu Gina Maloy - gina.maloy@tccd.edu 2100 Southeast Pkwy, Arlington, TX 76018	No	0
32	<b>American Women In Radio &amp; Television Website</b> <a href="http://www.awrt.org">www.awrt.org</a>	No	0
33	<b>Greater Dallas Indo-American Chamber of Commerce</b> 5930 LBJ Freeway, Suite 350 Dallas, TX 75240 214-346-9559 <a href="mailto:Info@usicoc.org">Info@usicoc.org</a>	No	0
34	<b>Texas Association of Broadcasters (TAB)</b> 502 E. 11 <sup>th</sup> Street, Suite 200 Austin, TX 78701 512-322-9944 Craig Bean (craig@tab.org)	No	6
35	<b>Texas Wesleyan University</b> 1201 Wesleyan Street Ft. Worth, TX 76105 817-531-4403 <a href="mailto:HR@texwes.edu">HR@texwes.edu</a>	No	0
36	Left blank intentionally	No	0
37	<b>Association for Women in Communications</b> <a href="http://www.womcom.org">www.womcom.org</a> <a href="mailto:pvalenzuela@womcom.org">pvalenzuela@womcom.org</a>	No	0
38	<b>Dallas Urban League</b> ( <a href="http://ulgdnctx.com">ulgdnctx.com</a> ) 4315 S. Lancaster Road Dallas, TX 75216 214-915-4600 phone 214-915-4601 fax Tonya Berry – <a href="mailto:tberry@ulgdnctx.com">tberry@ulgdnctx.com</a> Katrina King – <a href="mailto:kking@ulgdnctx.com">kking@ulgdnctx.com</a> Email Disabled/Website Down – effective 12/22/15	No	0
39	<b>Sportscaster Talent Agency of America</b> <a href="http://www.startalent.com">www.startalent.com</a> <a href="mailto:jon@staatalent.com">jon@staatalent.com</a>	No	1

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
40	<b>American Broadcasting School</b> 712 N Watson Rd, Ste. 200 Arlington, TX 76011 817-695-2474 michelle@radioschool.com	No	0
41	<b>Dallas/Fort Worth Help Wanted</b> www.DFWhelpwanted.com	No	0
42	<b>Indeed Website</b> www.indeed.com	No	3
43	<b>Inside Radio Website</b> www.insideradio.com	No	0
44	Left Blank Intentionally	No	0
45	<b>Everest College</b> 300 Six Flags Dr., Suite 100 Arlington, TX 76011 817-652-7790 ext. 192 817-649-6033 (fax) www.everest.edu <b>Julien Carney – <a href="mailto:julien.carney@zenith.org">julien.carney@zenith.org</a></b>	No	0
46	<b>Workforce Solutions- Greater Dallas</b> 2707 N. Stemmons Frwy, Suite 150 Dallas, TX 75207 214-920-3663 www.workintexas.com	No	0
47	<b>Linked In Website</b> www.linkedin.com	No	3
48	<b>SEU Facebook Pages</b> <i>(separate page for each station in SEU)</i>	No	0
49	<b>Traffic Directors Guild of America</b> www.TDGA.org	No	0
50	<b>Simply Hired Website</b> www.simplyhired.com	No	0
51	<b>Glassdoor</b> www.glassdoor.com	No	1
52	<b>Linkup Website</b> www.linkup.com	No	0
53	<b>The Ladders Website</b> www.theladders.com	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			102

**KLIF(AM), KTCK(AM), KTCK(FM), KPLX(FM), KLIF(FM),  
WBAP(AM), KSCS(FM) and employees at KESN(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2015-March 31, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	During this reporting period, our SEU hosted twenty (23) student interns from: Baylor University (1), Blinn College (1), Dallas Baptist University (1), El Paso Community College (1), Oklahoma Christian University (1), Oklahoma University (1), Southern Methodist University (3), Tarrant Community College (1), Texas Christian University (4), Texas Tech University (1), University of Arkansas (1), University of North Texas (3), University of Texas/Arlington (3), University of Texas/Austin (1). These interns assisted the Programming and Promotion Departments and “shadowed” Department managers to learn about the operations and responsibilities of each department. The student interns also worked closely with SEU producers and provided the support necessary to help them create a variety of radio shows.
<b>2</b>	Host Job Fair	On September 16, 2015, our SEU hosted the “Putting Texans Back to Work” job fair at the Arlington Convention Center that included 90 potential employers and was attended by approximately 4,000 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Business Manager, General Sales Managers, Program Directors and Assistant Business Manager manned the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on one or more SEU stations.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>3</b>	Host Job Fair	On March 9, 2016, this SEU hosted the “Putting Texans Back to Work” job fair at the Plano Convention Center that included 85 potential employers and was attended by approximately 1,200 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Business Manager, General Sales Managers, Program Directors and other Managers manned the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on one or more SEU stations.
<b>4</b>	Participate in Job Fair	On February 25, 2015, our SEU participated in the Sports Industry Career Fair hosted by the Dallas Stars at the American Airlines Center in Dallas. Our Assistant Business Manager and Business Manager attended this event and provided information to interested attendees about career opportunities in broadcasting and job openings within the SEU.
<b>5</b>	Participate in event/program sponsored by a community organization relating to careers in broadcasting	On January 28, 2016, our KLIF-AM On-Air Talent was invited to DFW Women in Media Alliance (Dallas, TX) to participate in a discussion panel. The panel discussed politics and elections related to the media & career implications for broadcasters.
<b>6</b>	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On March 4, 2016, our SEU participated in the Alliance for Women-Dallas/Fort Worth Student Media Tour. A group of thirty (30) students toured our facilities during which our Market Manager, General Sales Manager, Program Director, & Promotion Director provided information about the industry, advertising, marketing, operations and career opportunities in radio.