

**KCFX(FM), KCMO(AM), KCMO-FM, KCJK(FM),
KCHZ(FM) and KMJK(FM)
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019¹**

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
Promotions Assistant – <i>(all SEU stations)</i>	1, 5-6, 8-39	6
Local Sales Manager – KMJK,KCHZ,KCJK(FM)	1, 5-6, 8-39	6
Afternoon Show Host – KCJK(FM)	1, 6, 35-39	1
News Director – <i>(all SEU stations)</i>	1-2, 5-39	2
Sales & Front Desk Assistant – <i>(all SEU stations)</i>	1-2, 5-6, 8-39	37
Ass’t. Program Director/Producer KCHZ(FM), KCJK(FM)	1, 5-39	6
Producer/Co-Host KCJK(FM)	1, 5-39	1
Account Manager – <i>(all SEU stations)</i>	1-6, 8-39	1
Account Manager – <i>(all SEU stations)</i>	1-6, 8-39	2
Account Manager – <i>(all SEU stations)</i>	1-6, 8-39	6
Account Manager – <i>(all SEU stations)</i>	1-6, 8-39	6

¹ This Report provides recruitment data collected from September 22, 2018 through September 21, 2019 and was revised in June 2020 to address reporting issues.

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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	Word-of-Mouth Referral	N	8
2	Walk-In/Self Referral	N	3
3	Cumulus Job Fair (all SEU stations)	N	9
4	On-Air Announcements (all SEU stations)	N	0
5	Station Website Postings (all SEU stations)	N	0
6	Cumulus Jobs <i>www.cumulus.com/careers</i>	N	29
7	All Access Website <i>www.allaccess.com</i>	N	1
8	Avila University 11901 Wornall Road, Kansas City, MO 64145 Phone: (816)501-3676 Careers@avila.edu	N	0
9	Baker University Susan Wade PO Box 65, Baldwin City, KS 66006-0065 Phone: (785) 594-8382 Susan.wade@bakeru.edu & cdc@bakeru.edu	N	0
10	Black Economic Union of Greater Kansas City Chester Thompson, Jr. 1601 E 18th St # 300, Kansas City, MO 64108 Phone: (816)474-1080 Fax: (816)474-5805 chestert@beukc.org	N	0
11	Blue River Community College Kim Moriconi 20301 E State Route 78, Independence, MO 64057 Phone: (816)220-6768 Fax: (816)220-6511 Kim.moriconi@mcckc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Dos Mundos Diana Raymer 902-A Southwest Blvd., Kansas City, MO 64108 Phone: (816)221-4747 draymer@dosmundos.com	N	0
13	Fort Hays, Kansas State University Administrative Career Specialist: Millie Schuster Sheridan Hall Rm. 214 600 Park Street Hays, Kansas 67601 Phone: (785)628-4260 careers@fhsu.edu	N	0
14	Johnson County Workforce Center 8535 Bluejacket St Lenexa, KS 66214 Phone: (913)577-5900 Fax: (913)642-7260 Overlandparkjobs@ks.gov	N	0
15	Johnson County Community College Linda Dunbar 12345 College Boulevard Student Center Building 2 nd Floor Overland Park, KS 66210-1299 Phone: (913) 469-4455 ldubar@jccc.edu	N	0
16	Kansas Black Chamber of Commerce MaryAnn Flunder 4601 State Ave, 1-F, Kansas City, KS 66102 Phone: (913)596-1272 maryannflunder@yahoo.com	N	0
17	Kansas City Kansas Community College Barbara Watson J Paul Jewell Student Center 7250 State Avenue Room 3379, Kansas City, KS 66112 Phone: (913)288-7644 Fax: (913)288-7624 bwatson@kckcc.edu	N	0
18	Kansas Dept. of Human Resources Kansas City / Kansas Dept. of Commerce Phyllis LaShell 552 State Avenue, Kansas City, KS 66101 Phone: (913)281-3000 x204 Fax: (913)281-0069 plashell@kansascommerce.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Longview Community College-Project Hire Linda Anderson 500 SW Longview Road, Kansas City, MO 64081 Phone: (816)672-2380 Fax: (816)672-2547 Post jobs @ MCC Career Central www.careercentral.mcckc.edu	N	0
20	Maple Woods Community College-Project Hire Mary Lynn Munger 2601 NE Barry Road, Kansas City, MO 64156 Phone: (816)437-3155 Fax: (816)437-3205 marylynn.munger@mcckc.edu (also received by nancy.barrington@mcckc.edu)	N	0
21	MCC Business & Technology Mirella Jones / Sheri Anders 1775 Universal Avenue, Kansas City, Missouri 64120-2429 Phone: (816)482-5200 Fax: (816)482-5256 Sherie.anders@mcckc.edu / mirella.jones@mcckc.edu	N	0
22	N.A.A.C.P. Kansas City, MO 1601 E 18th St # 212, Kansas City, MO 64108 Phone: (816)421-1191 Fax: (816)421-4939 naapkcmo@sbcglobal.net	N	0
23	Northwest Missouri State University Career Center Tanya Riley 800 University Drive, Maryville, MO 64468-6001 Phone: (660)562-1127 Fax: (660)562-1384 career@nwmissouri.edu & tmriley@nwmissouri.edu	N	0
24	Penn Valley Community College Maggie Stegman (replaced Melanie Bowman) 3201 SW Trafficway, Kansas City, MO 64111 Phone: (816)759-4155 Fax: (816)759-4087 Maggie.stegman@mcckc.edu	N	0
25	Rockhurst College Career Services Mike Theobald 1100 Rockhurst Road, Kansas City, MO 64110 Phone: (816)501-4061 mike.theobald@rockhurst.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Truman State University Mary Kay Cowan 100 E. Normal Kirksville, MO 63501 Phone: (660)785-4353 Fax: (660)785-4366 Careers@truman.edu (received by kcowan@truman.edu)	N	0
27	United Minority Media Association MC Richardson 6025 Prospect Suite 206, Kansas City, MO 64130 Phone: (816)822-1313 Fax: (816)822-8002 ummaseventyfour@yahoo.com	N	0
28	University of Central Missouri Career Services: Sharon Jennings Director of Career Services: Teresa Alewel: Elliott University Union 302, Warrensburg, MO 64093 Phone: (660)543-4122 (660)543-4395 sjennings@ucmo.edu & careers@ucmo.edu	N	0
29	University of Kansas Journalism Career Center 210 Stauffer-Flint Hall / 1435 Jayhawk Blvd Lawrence, KS 66045-7575 Phone: (785)864-7655 journalismjobs@ku.edu	N	0
30	University of Kansas Liz Caldwell 110 Burge Union 1601 Irving Hill Road, Lawrence, KS 66045 kucareer@ku.edu (received by lcaldwell@ku.edu)	N	0
31	University of Missouri-Columbia Student Success Center 909 Lowry Mall, Columbia, MO 65211-6060 Phone: (573)882-6801 career@missouri.edu	N	0
32	University of Missouri-Kansas City Career Services 4825 Troost, Room 205, Kansas City, MO 64110 Phone: (816)235-1636 Fax: (816)235-5534 Post jobs @ Roo Career Network www.career.umkc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	William Jewell College Career Specialist 500 College Hill, Liberty, MO 64068 Phone: (816)781-7700 x523 blandm@william.jewel.edu	N	0
34	Women's Employment Network 720 Oak Street, Kansas City, MO 64110 Phone: (816)288-8083 tbomar@kcwen.org	N	0
35	Glassdoor (www.glassdoor.com)	N	0
36	LinkUp (www.linkup.com)	N	1
37	Indeed (www.indeed.com)	N	22
38	ZipRecruiter (www.ziprecruiter.com)	N	0
39	Monster (www.monster.com)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			73

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Internship Program	<p>Our SEU offers internship opportunities to college students during their junior or senior year on an on-going basis. Area colleges and universities are contacted regularly and are sent copies of internship applications to distribute to interested students.</p> <p>During this reporting period our SEU hosted seven (11) student interns:</p> <p>Three (3) in the Spring of 2019 – from the University of Missouri Kansas City;</p> <p>Six (6) in the Summer of 2019 – 1 from University of Missouri Kansas City, 1 from Friends University, 1 from Northwest Missouri State University, 1 from University of Missouri, 1 from Missouri Western State University, and 1 from Missouri State University.</p> <p>Two (2) in the Fall of 2019 – from the University of Missouri Kansas City.</p> <p>The interns are supervised by the SEU’s Promotions Coordinator and assist with a variety of tasks in the promotions, programming and sales departments. They also accompany SEU on-air, engineering and sales staff members to SEU events including remote broadcasts, on-air personality appearances, music artists’ appearances, etc.</p>
2	Host Job Fair	<p>On October 23, 2018 from 10am to 2pm, our SEU hosted The Kansas City Fall Job Fair at Union Station in Kansas City, Missouri. The event was attended by approximately 20 employers from across the metro area that handed out information about their companies, took applications, and interviewed potential applicants. There were approximately 500 attendees. The SEU broadcasted the event on KMJK-FM and spoke to applicants about possible careers in the broadcasting field. In attendance for the SEU were the General Sales Manager for all SEU, the KMJK Midday Announcer, the KMJK Promotion Assistant, Sales Representatives, the Regional Engineer, and the Promotions Assistant for SEU.</p>

	Type of Recruitment Initiative	Brief Description of Activity
3	Host Job Fair	<p>On March 12, 2019 from 10am to 2pm, our SEU hosted the Kansas City Spring Job Fair at Union Station in Kansas City Missouri. There were 21 employers present to hand out information about their companies, take applications, and interview potential applicants. There were approximately 400 attendees. The SEU broadcasted the event on KMJK-FM and spoke to applicants about possible careers in the broadcasting field. In attendance for the SEU was the General Sales Manager for the SEU, Regional Engineer, the Promotions Assistant for the SEU, Promotions Assistant and Midday Announcer for KMJK and Sales Representatives.</p>
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	<p>During the month of April, 2019, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.</p>
5	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	<p>Cumulus Kansas City participated as a sponsor of the Missouri Broadcaster's Association Radio Talent Institute that was held July 29, 2019 to August 7, 2019. The program was hosted at Northwest Missouri State University and attended by a select group of students from various Missouri colleges who were interested in various roles in broadcasting. Our KCMO(AM) Program Director presented the news/talk broadcasting curriculum. Also in attendance was our Market Manager, who talked about the future of radio for talent and sales working in collaboration to create opportunities. The students were provided contact information to apply for available positions within Cumulus Media.</p>