

**KCFX(FM), KCHZ (FM), KCJK(FM), KCMO(AM), KCMO-FM, KMJK(FM)
EEO PUBLIC FILE REPORT
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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 12-month period
1	Internal Posting / Candidate	N	0
2	Word of Mouth Referral/Walk In/Self Referral	N	14
3	Internal Promotion	N	0
4	KCFX(FM) On Air Advertising	N	0
5	KCJK(FM) On Air Advertising	N	3
6	KCMO-AM On Air Advertising	N	0
7	KCMO(FM) On Air Advertising	N	1
8	KCHZ(FM) On Air Advertising	N	3
9	KMJK(FM) On Air Advertising	N	1
10	KCFX(FM) Website: www.101thefox.net	N	0
11	KCJK(FM) Website: www.1051jackfm.com	N	0
12	KCMO-AM Website: www.710kcmo.com	N	0
13	KCMO(FM) Website: www.949kcmo.com	N	0
14	KMJK(FM) Website: www.magic1073.com	N	0
15	KCHZ(FM) Website: www.957thevibe.com	N	3
16	All Access Website: www.allaccess.com	N	0
17	Cumulus Website: www.cumulusjobs.com	N	0
18	Inside Radio Website: www.insideradio.com	N	0
19	<i>Kansas City Star</i> Classifieds 1729 Grand Blvd. Kansas City, KS 64108 816-234-4000	N	0
20	Kansas City Help Wanted Website: www.KansasCityHelpWanted.com	N	0
21	Media Recruiter Website: www.mediarecruiter.com	N	0
22	Media Staffing Network www.mediajobsandmore.com	N	0
23	Radio Advertising Bureau Classified Ads 1320 Greenway Drive, Suite 500 Dallas, TX 75038 mlevy@rab.com	N	0
24	Radio Ink website: www.radioink.com 224 Datura St., Ste. 1015 West Palm Beach, FL 33401 561-655-8778	N	0

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25	Radio Business Report www.RBR.com c/o April McLynn PO Box 6633 Woodbridge, VA 22195	N	0
26	Urban Insight, Inc. Website: www.urbaninsight.com	N	0
27	Ad Club of Kansas City / Media Mix Rachel Hack 1625 Oak Street, Suite 240 Kansas City, MO 64108 Phone: (816) 822-0300 rachel@aafkc.com	Y	0
28	Avila University Gina Frigault & Mary Corless 11901 Wornall Road Kansas City, MO 64145 Phone: (816) 501-3676 Gina.frigault@avila.edu Mary.corless@avila.edu Careers@avila.edu	Y	0
29	Baker University Susan Wade PO Box 65 Baldwin City, KS 66006-0065 Phone: (785) 594-8382 Susan.wade@bakeru.edu	Y	0
30	Baker University Terri Beauregard 8001 College Boulevard Overland Park, KS 66210-1846 Phone: (913) 491-4432 Fax: (913) 491-0470	N	0
31	Baker University Career Development Center Harter Union, 2 nd Floor Baldwin City, KS 66006-0065 Phone: 785-594-8382 cdc@bakeru.edu	Y	0
32	Black Chamber of Commerce A. Marie Young 1601 E 18 th St Kansas City, MO 64108 Phone: (816) 474-9901 Fax: (816) 842-1748	Y	0

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33	Black Economic Union of Greater KC Chester Thompson, JR 1601 E 18 th St # 300 Kansas City, MO 64108 Phone: (816) 474-1080 Fax: (816) 474-5805	Y	0
34	Blue River Community College Amy Slater amy.slater@mcckc.edu 20301 E State Route 78 Independence, MO 64057 Phone: (816) 220-6768 Fax: (816) 220-6511	Y	0
35	DeLaSalle Education Center Vanessa Van Goethem-Piela, Director of Development 3740 Forest Avenue Kansas City, MO 64109 vanessa@delasallecenter.org	Y	0
36	<i>Dos Mundos</i> Diana Raymer 902-A Southwest Blvd. Kansas City, MO 64108 Phone: (816) 221-4747 draymer@dosmundos.com	Y	0
37	Experience, Inc. Two Faneuil Hall Marketplace, Third Floor Boston, MA 02109 Phone: (800) 489-7611 mail@experience.com	Y	0
38	Fort Hays, KS State University Millie Schuster, Administrative Career Specialist Sheridan Hall Rm. 214 600 Park Street Hays, Kansas 67601 Phone: 785-628-4260 careers@fhsu.edu mschuste@fhsu.edu	Y	0
39	Full Employment Council, Inc. Nikkia Manning April Calvin 1740 Paseo Kansas City, MO 65108 Phone: (816) 471-2330 x 281 Fax: (816) 691-2202	Y	0

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40	Haskell Indian Nations University Wilma Dawes 155 Indian Ave Lawrence, KS 66046 Phone: (785) 749-8448 Fax: (785) 749-8408	Y	0
41	Heart of America Indian Center Carolyn King 600 West 39 th Street Kansas City, Missouri 64111 Phone: (816) 421-7608 Fax: (816) 421-6493	Y	0
42	ITT Educational Services Patricia Rydell prydell@itt-tech.edu Arthur Diaz, Jr. adiaz_jr@itt-tech.edu Career Services Coordinator 13000 North Meridian Street Carmel, IN 46032 317-706-9355	Y	0
43	Johnson County Community College LeAnn Cunningham 12345 College Boulevard Student Center Building, 2 nd Floor Overland Park, KS 66210-1299 Phone: (913) 469-4455 Lcunningham06@jccc.edu	Y	1
44	Kansas Black Chamber of Commerce MaryAnn Flunder 4601 State Ave, 1-F Kansas City, KS 66102 (913) 596-1272 maryannflunder@yahoo.com	Y	0
45	Kansas City KS Community College Linda Wyatt 7250 State Avenue J. Paul Jewell Student Center, Room 3379 Kansas City, KS 66112 Phone: (913) 288-7644 Fax: (913) 288-7624	Y	0
46	Kansas Dept. of Human Resources / Kansas City, Kansas Department of Commerce John Casner jcasner@kansascommerce.com 552 State Avenue Kansas City, KS 66101 Phone: (913) 281-3000 x 204 Fax: (913) 281-0069	Y	0

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47	Johnson County Workforce Center <i>(formerly Kansas Dept. of Human Resources)</i> Tamara O'Malley (formerly Cindy Smith) tomalley@kansasworks.com 9221 Quivera Road Overland Park, KS 66215 (913) 577-5902 Fax: (913) 642-7260	Y	0
48	Kansas Dept. of Social & Rehabilitation Svcs Kansas City Metro Region – SRS Debbie Lang 915 SW Harrison Street Topeka, KS 66612 (785) 296-3959 debbie.lang@srs.ks.gov	Y	0
49	Kansas State University Rachel Ward Bishop, Jobs Coordinator Career and Employment Services 100 Holtz Hall Manhattan KS 66506-1701 Phone: (785) 532-6956 rwbishop@ksu.edu	Y	0
50	Kansas State University/KSDB-FM Kristen Russell, Station Manager Student Union, First Floor Manhattan KS 66506 Phone: (785) 532-2769 kristinsrussell@gmail.com	Y	0
51	Kellogg School of Management Career Services 2001 Sheridan Road Jacobs Center, 2 nd Floor Evanston, IL 60208-2001 Phone: (847) 467-7000 Fax: (847) 491-4323	Y	0
52	Lincoln University Career Placement 820 Chestnut St., Jefferson City, Missouri, 65101 Phone: (573) 681-5162 Fax: (573) 681-5165 ridenhourd@lincoln.edu	Y	0
53	Longview Community College/Project Hire Linda Anderson linda.anderson@mcckc.edu 500 SW Longview Road Kansas City, MO 64081 Phone: (816) 672-2380 Fax: (816) 672-2547	Y	1

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54	Maple Woods Community College Mary Lynn Munger marylynn.munger@mcckc.edu 2601 NE Barry Road Kansas City, MO 64156 Phone: (816) 437-3155 Fax: (816) 437-3205	Y	0
55	MCC Business & Technology Mirella Jones 1775 Universal Avenue, Kansas City, Missouri 64120-2429 Telephone: 816.482.5200 Fax: 816.482.5256 mirella.jones@mcckc.edu	Y	0
56	Missouri Broadcasters Association Don Hicks 1025 Northeast Drive Jefferson City, MO 65109 Phone: (573) 636-6692 Fax: (573) 634-8258	Y	0
57	Missouri Career Center / Kansas City North 3100 N.E. 83 rd , Ste. 1201 Kansas City, MO 64119-4465 Phone: (816) 437-3635 Fax: (816) 468-1943	N	0
58	N.A.A.C.P. / KCMO Anita L. Russell 1601 E 18 th St # 212 Kansas City, MO 64108 Phone: (816) 421-1191 Fax: (816) 421-4939	Y	0
59	N.A.A.C.P. / KCK Mr. Lavert Murray 21 N 12 th St # 320 Kansas City, KS 66102 Phone: (913) 281-7900 Fax: (913) 281-7847	Y	0
60	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	Y	0

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61	Ohio Center for Broadcasting Attn: Joe Kelly Placement.columbus@beonair.com gary@beonair.com	Y	0
62	Park University Traci Klasing, Assistant Director Internship Coordinator 8700 NW River Park Dr. Parkville, MO 64152 Phone: (816) 741-2000 Traci.klasing@park.edu	Y	0
63	Park University Susan Michaud, Office Manager Academic Support / Career Development susan.michaud@park.edu 8700 NW River Park Dr. Campus Box #46 Parkville, MO 64152 Phone: (816) 584-6330 Fax: (816) 505-5445	Y	0
64	Park University Layne Prenger, career director Layne.prenger@park.edu 8700 NW River Park Dr. Parkville, MO 64152 Phone: (816) 584-6330 Fax: (816) 505-5445	Y	0
65	Penn Valley Community College Melanie Bowman melanie.bowman@mccckc.edu 3201 SW Trafficway Kansas City, MO 64111 Phone: (816) 759-4155 Fax: (816) 759-4087	Y	0
66	Radio One Broadcasting School Joe Casper Deschler 302 Buchner Place LaCrosse, WI 54603 (507) 498- 5334 www.radio1school.com radio1school@charterinternet.net	Y	0
67	Rockhurst College Career Services Mike Theobald 1100 Rockhurst Road Kansas City, MO 64110 Phone: (816) 501-4061 mike.theobald@rockhurst.edu	Y	0

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68	Saint Mary College Career Services Priscilla McLean 11413 Pflumm Road Overland Park, KS 66215 Phone: (913) 345-8288 Fax: (913) 345-2802	Y	0
69	Truman State University Julie Mitchell 100 E. Normal Kirksville, MO 63501 Phone: (660) 785-4353 Fax: (660) 785-4366	Y	0
70	United Minority Media Association MC Richardson 6025 Prospect, Suite 206 Kansas City, MO 64130 Phone: (816) 822-1313 Fax: (816) 822-8002	Y	0
71	University of Central Missouri (<i>formerly Central Missouri State University</i>) Career Services Sharon Jennings Elliott University Union 302 Warrensburg, MO 64093 Phone: (660) 543-4122 sjennings@ucmo.edu	Y	0
72	University of Central Missouri (<i>formerly Central Missouri State University</i>) Teresa Alewel Director of Career Services P.O. Box 800 Warrensburg MO 64093 Phone: (660)-543-4395 alewel@ucmo.edu	Y	0
73	University of Kansas Journalism Career Center Patty Noland 210 Stauffer-Flint Hall 1435 Jayhawk Blvd. Lawrence, KS 66045-7575 Phone: (785) 864-7655 pnoland@ku.edu	Y	0
74	University of Kansas Liz Caldwell 110 Burge Union 1601 Irving Hill Road Lawrence, KS 66045 lcaldwell@ku.edu	Y	0

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75	University of Kansas Career Center Erin Wolfram, Assistant Director, Internships 110 Burge Union 1601 Irving Hill Road Lawrence, KS 66045 (785) 864-7676 KUCareerHawk.com ewolfram@ku.edu ucc@ku.edu	Y	1
76	University of Kansas Regents Center Alicia Anderson 12600 Quivira Road Overland Park, KS 66213 Phone: (913) 897-8400 Fax: (913) 897-8490	Y	0
77	University of Missouri-Columbia Amanda Nell 909 Lowry Mall Columbia, MO 65211-6060 Phone: (573) 882-6801 Fax: (573) 882-5440	Y	0
78	University of Missouri- Student Success Center 909 Lowry Mall Columbia, MO 65211-6060 Phone: (573) 882-6801 career@missouri.edu	Y	0
79	University of Missouri-Kansas City Career Center Janet Dexter 4825 Troost, Room 205 Kansas City, MO 64110 Phone: (816) 235-1636 Fax: (816) 235-5534	N	0
80	Vatterott College 8955 E. 38 th Terrace Kansas City, MO 64129 (816) 861-1000 Fax: (816) 861-1400 Rochelle.medford@vatterott-college.edu	N	0
81	Webster University Kansas City Campus 1200 E. 104 th Street Suite 100 Kansas City, MO 64131 (816) 444-1000 Fax (816) 444-1470 careercn@webster.edu	Y	0

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82	William Jewel College Katie Altenbernd, Career Specialist 500 College Hill Liberty, MO 64068 Phone: (816) 781-7700 x5238 altenberndk@william.jewell.edu	Y	0
83	Women's Employment Network Lynnette Williams 720 Oak Street Kansas City, MO 64110 Phone: (816) 288-8083 lwilliams@kcwen.org	Y	0
	Hr-resumes@devry.com	N	Unmonitored e-mail account
	Career Fair Global, Inc. Website: www.cfg-inc.com	N	Website no longer active
TOTAL INTERVIEWEES OVER REPORTING PERIOD			28

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship programs	<p>On an ongoing basis, the SEU offers internship opportunities to college students during their Junior or Senior year. Area colleges and universities are contacted regularly and are sent copies of internship applications to distribute to interested students. During the current reporting period, at least two interns worked in the promotions department at any given time. Interns accompany station on-air staff, engineering staff and sales staff to station events including remote broadcasts, on-air personality appearances, music artists' appearances, etc., and therefore function as liaisons working with the promotions, programming and sales departments.</p> <p>During the reporting period, the station had interns as follows:</p> <p>Winter/Spring 2009: 5 interns Spring/Summer 2009: 2 interns Spring/Summer/Fall 2009: 1 intern Summer 2009: 10 interns Summer / Fall 2009: 5 interns Fall 2009: 1 intern</p>
2	Hosted a Job Fair	<p>On October 21, 2008, Cumulus Kansas City hosted the "Cumulus Media Open House" event to recruit and interview sales candidates. Announcements were aired on KCFX, KCHZ, KCJK, KCMO-AM, KCMO-FM and KMJK from October 11 through October 21, 2008 and the event was posted to the kcradioadvertising.com website. 8 persons attended & were interviewed at this event.</p>
3	Participate in event sponsored by community group interested in broadcast employment issues	<p>On November 3, 2008, Director of Marketing & Promotions participated in the KC Ad Club's Career Day at the Uptown Theatre in Kansas City, MO, as a member of a panel discussing Promotions, Marketing and the Radio Industry.</p>
4	Management level training regarding equal employment opportunity and preventing discrimination	<p>On February 5, 2009, Market Manager, Business Managers, and Executive Assistant participated in a telephonic training session on the FCC's EEO rules presented by outside communications counsel for Cumulus.</p>

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5	Participate in event sponsored by community group interested in broadcast employment issues	Cumulus Kansas City participated in the 5th annual "Bright Future Employment Fair" on March 16, 2009. This program of the Youth Advocacy Office of the City of Kansas City, MO matches high school and college age people with employment opportunities that teach marketable skills and help explore future career opportunities. This program resulted in two (2) paid interns in the Cumulus Kansas City promotions department from June through mid-August, 2009.
6	Sponsor and participate in job fair	The SEU sponsored and participated in the United Minority Media Association's "M.C. Richardson Golf Tournament and Career Fair," which took place at Swope Memorial Golf Course, Kansas City, MO on May 25, 2009. In addition to financial sponsorship, public service announcements aired on KMJK-FM from May 13 through May 25, 2009. KMJK Program Director participated in this event.
7	Donation to support event sponsored by community group interested in broadcast employment issues	Cumulus Kansas City donated CDs and DVDs valued at \$220 to the Kansas City Youth Commission for their "Making the Connection" Youth Town Hall Meeting on June 29, 2009 at the University of Missouri – Kansas City campus. Over 170 young people ages 15 – 23 attended the event and engaged in dialogue regarding education, employment, media influences and quality programs and activities.
8	Host event/program for educational institution relating to careers in broadcasting	On September 17 th , 2009 Joel Nichols who teaches a class at Johnson County Community College brought his class to do a tour of the Cumulus facilities/stations.
9	Activity designed to help disseminate information about broadcast employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	Since September 2006, KMJK Program Director has been a member of the Black Agenda Group, which meets each Monday morning at the Metropolitan Baptist Church in Kansas City, Missouri. Membership includes two other metro radio stations, a local urban newspaper (The Call) and other metro area business. In addition to business & economic development, members discuss job openings and/or persons they know seeking employment.

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