

**KCFX(FM), KCHZ (FM), KCJK(FM), KCMO(AM), KCMO-FM, KMJK(FM)
EEO PUBLIC FILE REPORT
October 1, 2007 – September 30, 2008**

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Director of Integrated Marketing	1, 15, 18 – 64	15
KCHZ / KMJK Promotions Director	1, 15, 17, 18 – 64, 69	17
KCMO-AM Sales Manager	1, 15, 18 – 64	15
Promotions Assistant / Website Coordinator	1, 15, 18 – 64, 73, 74	74
KCHZ-FM Account Manager	1, 6, 13, 15, 18 – 64, 73	6
KCHZ-FM Account Manager	1, 6, 13, 15, 18 – 64, 73	13
KCFX-FM Sales Manager	1, 15, 16, 18 – 64, 71-73	15
KMJK-FM Sales Manager	1, 15, 16, 18 – 64, 71-74	74
KCMO-FM Sales Manager	1, 15, 16, 18 – 64, 71-73	15
KCMO-AM Account Manager	1, 4, 10, 15, 18 – 64, 73	15
KCMO-AM Account Manager	1, 4, 10, 15, 18 – 64, 73	4
Telemarketing Sales	1, 4, 10, 15, 18 – 64, 70, 73	4
KMJK-FM Account Manager	1, 7, 12, 15, 18 – 64, 70, 73	7
KMJK-FM Account Manager	1, 7, 12, 15, 18 – 64, 70, 73	15
Business Office Assistant	1, 15, 18 – 64, 70, 73	15
Telemarketing Sales - Cumulusjobs.com	1, 4, 15, 18 – 64, 70, 73	70
KCHZ-FM Account Manager	1, 6, 13, 15, 18 – 64, 70, 73	15
KCHZ-FM Account Manager	1, 6, 13, 15, 18 – 64, 70, 73	13
KCMO-FM Account Manager	1, 15, 18 – 64, 70, 73	15

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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	KCFX(FM) On Air Advertising	N	0
3	KCJK(FM) On Air Advertising	N	0
4	KCMO-AM On Air Advertising	N	4
5	KCMO(FM) On Air Advertising	N	0
6	KCHZ(FM) On Air Advertising	N	7
7	KMJK(FM) On Air Advertising	N	2
8	KCFX(FM) Website: www.101thefox.net	N	0
9	KCJK(FM) Website: www.1051jackfm.com	N	0
10	KCMO-AM Website: www.710kcmo.com	N	7
11	KCMO(FM) Website: www.949kcmo.com	N	0
12	KMJK(FM) Website: www.magic1073.com	N	1
13	KCHZ(FM) Website: www.957thevibe.com	N	3
14	Career Fair Global, Inc. Website: www.cfg-inc.com	N	0
15	Word of Mouth Referral	N	39
16	Inside Radio Website: www.insideradio.com	N	0
17	All Access Website: www.allaccess.com	N	2
18	Ad Club of Kansas City / Media Mix Rachel Hack 1625 Oak Street, Suite 240 Kansas City, MO 64108 Phone: (816) 822-0300 rachel@kcadclub.com	N	0
19	Avila University Gina Frigault 11901 Wornall Road Kansas City, MO 64145 Phone: (816) 501-3676 Fax: (816) 501-2916	N	0
20	Baker University Susan Wade PO Box 65 Baldwin City, KS 66006-0065 Phone: (785) 594-8382 Fax: (785) 594-4568	N	0

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21	Baker University Terri Beauregard 8001 College Boulevard Overland Park, KS 66210-1846 Phone: (913) 491-4432 Fax: (913) 491-0470	N	0
22	Baker University Career Development Center Harter Union, 2 nd Floor Baldwin City, KS 66006-0065 Phone: 785-594-8382 cdc@bakeru.edu	N	0
23	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
24	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
25	Blue River Community College Carol Dean carol.dean@mccke.edu 20301 E State Route 78 Independence, MO 64057 Phone: (816) 220-6768 Fax: (816) 220-6511	Y	0
26	Central Missouri State University Career Services Ricque' Robinson Elliott University Union 302 Warrensburg, MO 64093 Phone: (660) 543-4122 Fax: (660) 543-4668	Y	0
27	Central Missouri State University Teresa Alewel Director of Career Services P.O. Box 800 Warrensburg MO 64093 Phone: (660)-543-4395 alewel@ucmo.edu	Y	0
28	DeLaSalle Education Center Julie Heibel 3740 Forest Avenue Kansas City, MO 64109 julie@delasallecenter.org	Y	0

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29	<i>Dos Mundos</i> Diana Raymer 902-A Southwest Blvd. Kansas City, MO 64108 Phone: (816) 221-4747 draymer@dosmundos.com	Y	0
30	Experience, Inc. Two Faneuil Hall Marketplace, Third Floor Boston, MA 02109 Phone: (800) 489-7611 mail@experience.com	Y	0
31	Fort Hays, KS State University Daniel Rice Millie Schuster Sheridan Hall Rm. 214 600 Park Street Hays, Kansas 67601 Phone: 785-628-4260 careers@fhsu.edu	Y	0
32	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
33	Haskell Indian Nations University Wilma Dawes 155 Indian Ave Lawrence, KS 66046 Phone: (785) 749-8448 Fax: (785) 749-8408	Y	0
34	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
35	Johnson County Community College Kit Gorrell 12345 College Boulevard Student Center Building, 2 nd Floor Overland Park, KS 66210-1299 Phone: (913) 469-4455 Fax: (913) 469-3825	Y	0

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36	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
37	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
38	Kansas Dept. of Human Resources Mary Sue Kelly 8417 Santa Fe Drive Overland Park, KS 66212 Phone: (913) 642-8484 Fax: (913) 642-7260	Y	0
39	Kansas Dept. of Social & Rehabilitation Svcs Kansas City Metro Region – SRS Paul Hugel 915 SW Harrison Street Topeka, KS 66612 (785) 296-3959 prh@srskansas.org	Y	0
40	Kansas State University Kerri Day Keller Career and Employment Services 100 Holtz Hall Manhattan KS 66506-1701 Phone: (785) 532-6506 Fax: (785) 532-6802	Y	0
41	Kansas State University/KSDB-FM Candy Walton Student Union, First Floor Manhattan KS 66506 Phone: (785) 532-2769 Fax: (785) 532-5484	Y	0
42	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

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43	Lincoln University Career Placement 820 Chestnut St., Jefferson City, Missouri, 65101 Phone: (573) 681-5162 Fax: (573) 681-5165 ridenhourd@lincoln.edu	Y	0
44	Longview Community College/Project Rehire Linda Wallis linda.walls@mcckc.edu 500 SW Longview Road Kansas City, MO 64081 Phone: (816) 672-2380 Fax: (816) 672-2547	Y	0
45	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
46	Missouri Broadcasters Association Don Hicks 1025 Northeast Drive Jefferson City, MO 65109 Phone: (573) 636-6692 Fax: (573) 634-8258	Y	0
47	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
48	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
49	Northwest Missouri State University Career Center Rosalie Weathermon 800 University Drive Maryville, MO 64468-6001 Phone: (660) 562-1127 Fax: (660) 562-1384 career@nwmissouri.edu	Y	0

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50	Penn Valley Community College Melanie Bowman melanie.bowman@mckkc.edu 3201 SW Trafficway Kansas City, MO 64111 Phone: (816) 759-4155 Fax: (816) 759-4087	Y	0
51	Radio One Broadcasting School Joe Casper Deschler 302 Buchner Place LaCrosse, WI 54603 (507) 498- 5334 www.radio1school.com radio1school@charterinternet.net	Y	0
52	Rockhurst College Career Services Mike Theobald 1100 Rockhurst Road Kansas City, MO 64110 Phone: (816) 501-4061 mike.theobald@rockhurst.edu	Y	0
53	Saint Mary College Career Services Priscilla McLean 11413 Pflumm Road Overland Park, KS 66215 Phone: (913) 345-8288 Fax: (913) 345-2802	Y	0
54	Truman State University Julie Mitchell 100 E. Normal Kirksville, MO 63501 Phone: (660) 785-4353 Fax: (660) 785-4366	Y	0
55	United Minority Media Association MC Richardson 6025 Prospect, Suite 206 Kansas City, MO 64130 Phone: (816) 822-1313 Fax: (816) 822-8002	Y	1
56	University of Kansas Journalism Career Center Patty Noland pnoland@ku.edu 210 Stauffer-Flint Hall 1435 Jayhawk Blvd. Lawrence, KS 66045-7575 Phone: (785) 864-7655 Fax: (785) 864-5318	Y	2

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57	University of Kansas Liz Caldwell 110 Burge Union 1601 Irving Hill Road Lawrence, KS 66045 lcaldwell@ku.edu	Y	0
58	University of Kansas Career Center Emily Bannwarth 110 Burge Union 1601 Irving Hill Road Lawrence, KS 66045 ucc@ku.edu	Y	1
59	University of Kansas Regents Center Alicia Anderson 12600 Quivira Road Overland Park, KS 66213 Phone: (913) 897-8400 Fax: (913) 897-8490	Y	0
60	University of Missouri-Columbia Amanda Nell 909 Lowry Mall Columbia, MO 65211-6060 Phone: (573) 882-6801 Fax: (573) 882-5440	Y	0
61	University of Missouri-Columbia Career Center Career Center Katie Blair 909 Lowry Mall Columbia, MO 65211-6060 Phone: (573) 884.6317 career@missouri.edu	Y	0
62	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
63	William Jewel College Judy Rychlewsk 500 College Hill Liberty, MO 64068 Phone: (816) 781-7700 x5238 Fax: (816) 415-5027	Y	0

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64	Women's Employment Network Lynnette Williams 720 Oak Street Kansas City, MO 64110 Phone: (816) 288-8083 lwilliams@kcwen.org	Y	0
65	<i>Kansas City Star</i> Classifieds 1729 Grand Blvd. Kansas City, KS 64108 816-234-4000	N	0
66	Kansas City Help Wanted Website: www.KansasCityHelpWanted.com	N	0
67	Media Recruiter Website: www.mediarecruiter.com	N	0
68	Missouri Career Centers Anthony Willis 3100 N.E. 83 rd , Ste. 1201 Kansas City, MO 64119-4465 Phone: (816) 437-3635 Fax: (816) 468-1943 awillis@feckc.org	N	0
69	Urban Insight, Inc. Website: www.urbaninsight.com	N	2
70	Cumulus Website: www.cumulusjobs.com	N	1
71	Radio Advertising Bureau Classified Ads 1320 Greenway Drive, Suite 500 Dallas, TX 75038 mlevy@rab.com	N	0
72	Radio Ink website: www.radioink.com	N	0
73	Vatterott College 8955 E. 38 th Terrace Kansas City, MO 64129 (816) 861-1000 Rochelle.medford@vatterott-college.edu	N	0
74	Internal Promotion	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			74

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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>Spring/Summer 2007: 2 interns. Winter/Spring 2008: 2 interns. Spring/Summer 2008: 6 interns. Summer 2008: 3 interns. Fall 2008: 1 interns.</p>
2	Participate in event sponsored by educational institution relating to broadcasting careers	<p>On November 13, 2007, Operations Manager participated in panel on Broadcasting for the Avila University Student News Conference at its Kansas City, MO campus. Approximately 115 high school students attended the conference to learn about careers in broadcasting.</p>
3	Participate in internship fair	<p>On November 13, 2007, the SEU participated in the University of Kansas University Career Center 2007 Internship Fair at the campus in Lawrence, KS. Promotions Director met with potential radio internship candidates.</p>
4	Activity designed to help disseminate information about broadcast employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	<p>From November 19, 2007 through December 17, 2007, a total of 310 public service announcements ran on all six of the SEU's radio stations to promote the United Minority Media Association of Kansas City, MO. UMMA's mission is to increase participation of minority and multicultural people in media and communications through advocacy, education, and career development.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Activity designed to help disseminate information about broadcast employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	From January 14, 2008 through February 12, 2008, KMJK-FM ran public service announcements to promote the United Minority Media Association's active member recruitment.
6	Participate in job fair	On March 6, 2008, the SEU participated in the William Allen White School of Journalism / Communications Career Fair at the University of Kansas campus in Lawrence, KS. Sales Managers, Program Director, and member of the Promotions staff met with potential radio industry and internship candidates.
7	Participate in and promote job fair	From March 18, 2008 through March 26, 2008, KMJK-FM ran public service announcements to promote the Urban League of Greater Kansas City's 4th annual Career Bazaar & Hiring Fair on March 26, 2008 at the Hyatt Regency Crown Center, Kansas City, MO. KMJK Program Director also participated in that job fair and met with job seekers.
8	Participate in event sponsored by educational institution relating to broadcasting careers	On April 4, 2008, 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.
9	Participate in event sponsored by community group interested in broadcast employment issues	Cumulus Kansas City participated in the 4th annual "Bright Future Employment Fair" on March 29, 2008. 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 9 through August 1, 2008.
10	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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