

KOOC(FM), KSSM(FM), KUSJ(FM), KLTD(FM) and KTEM(AM)
EEO PUBLIC FILE REPORT
April 1, 2008 – March 31, 2009

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 Manager	1-2, 4, 7	4
Account Manager	1-2, 4, 7	1
Account Manager	1-2, 4-5	2
Program Assistant	1-2, 4	1
Program Director	1-10	10

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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	Temple Daily Telegram 10 S. 3 rd Street Temple, TX 76501 Contact: Carolyn Speer Telephone : 254.778.4444 Fax : 254.771.3506	No	7
2	Killeen Daily Herald 1800 Florence Road Killeen, TX 76541 Contact: Anthony Edwards Telephone : 254.501.7521 Fax : 254.200.7632	No	5
3	On-Air Advertisements (all SEU Stations)	No	2
4	Cumulusjobs.com	No	6
5	Ohio Center for Broadcasting Attn.: placement.columbus@beonair.com	Yes <i>(as of 2/9/09)</i>	0
6	Allaccess.com	No	0
7	Job Fair (See Sec. III)	No	2
8	Business Showcase (See Section .III)	No	1
9	Internship Program (See Section III)	No	1
10	Texas Association of Broadcasters 502 E. 11 th St. Suite 200 Austin, TX 78701 Contact: Craig Dean Telephone : 512.322.9944 Fax : 512.322.0522	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			25

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Management level training regarding EEO and preventing discrimination (2)	On April 4, 2008 and again on February 5, 2009, the Cumulus-Killeen/Temple Market and Business Managers attended a telephonic training session presented by Cumulus' outside communications counsel on compliance with the FCC's EEO rules.
2	Host Job Fair	On May 6, 2008, this SEU hosted a Job Fair at Killeen Convention Center in Killeen, Texas. This SEU took the lead by obtaining the space and soliciting local employers to participate in the Fair along with members of this SEU. Not only was this event promoted over-the-air on all SEU Stations, but, a one-quarter page advertisement for the Job Fair ran in the Killeen Daily Herald. SEU participants included Account Managers who provided information about careers in broadcasting and job opportunities within the Killeen-Temple, Texas SEU to more than 500 job seekers.
3	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On July 17, 2008, this SEU participated in the Killeen Business Showcase at the Killeen Convention Center in Killeen, Texas. SEU participants included Account Managers who provided information about careers in broadcasting and job opportunities within the Killeen-Temple, Texas SEU.

	Type of Recruitment Initiative	Brief Description of Activity
4	Host Job Fair	<p>On August 24, 2008, this SEU hosted a Job Fair at The Mayborn Civic Center in Temple, Texas. This SEU took the lead by obtaining the space and soliciting local employers to participate in the Fair along with members of this SEU. Not only was this event promoted over-the-air on all SEU Stations, but, a one-quarter page advertisement for the Job Fair ran in the Temple Daily Telegram. SEU participants included Account Managers who provided information about careers in broadcasting and job opportunities within the Killeen-Temple, Texas SEU to more than 500 job seekers</p>
5	Host Job Fair	<p>On October 6, 2008, this SEU hosted a Job Fair at Killeen Convention Center in Killeen, Texas. This SEU took the lead by obtaining the space and soliciting local employers to participate in the Fair along with members of this SEU. Not only was this event promoted over-the-air on all SEU Stations, but, a one-quarter page advertisement for the Job Fair ran in the Killeen Daily Herald. SEU participants included Account Managers who provided information about careers in broadcasting and job opportunities within the Killeen-Temple, Texas SEU to more than 500 job seekers.</p>
6	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	<p>On October 23, 2008, this SEU participated in the Temple Business Showcase at The Mayborn Civic Center in Temple, Texas. SEU participants included Account Managers who provided information about careers in broadcasting and job opportunities within the Killeen-Temple, Texas SEU.</p>

	Type of Recruitment Initiative	Brief Description of Activity
7	Host Job Fair	<p>On February 24, 2009, this SEU hosted a Job Fair at The Hilton Garden Inn in Temple, Texas. This SEU took the lead by obtaining the space and soliciting local employers to participate in the Fair along with members of this SEU. Not only was this event promoted over-the-air on all SEU Stations, but, a one-quarter page advertisement for the Job Fair ran in the Temple Daily Telegram. SEU participants included Account Managers who provided information about careers in broadcasting and job opportunities within the Killeen-Temple, Texas SEU to more than 500 job seekers.</p>