

**WICC (AM) and WEBE (FM)
EEO PUBLIC FILE REPORT
December 1, 2013 – November 30, 2014**

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
Sales Representative	2-14, 16-32	2
Sales Representative	2-14, 16-32	10
Sales Representative	2-14, 16-32	2
Sales Representative	2-14, 16-32	4

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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	On-Air Announcements (<i>both SEU Stations</i>) 350 Fairfield Avenue Bridgeport, CT 06604 Contact: Marnie Klebart 203. 337.8320	No	0
2	Station Website Postings (<i>both SEU stations</i>) 350 Fairfield Avenue Bridgeport, CT 06604 Contact: Alissa Balouskus, Web Master 203.337.8338	No	4
3	Internal Postings (<i>all Cumulus SEUs</i>)	No	0
4	SEU Job Fairs (<i>see Section III</i>)	No	1
5	SEU Internship Program (<i>see Section III</i>) 350 Fairfield Avenue Bridgeport, CT 06604 Contact. - Alissa Balouskus 203.337.8338	No	0
6	Monster Website www.monster.com	No	1
7	Cumulus Employment Website www.cumulus.com	No	0
8	Indeed.com	No	7
9	LinkedIn Website www.linkedin.com	No	1
10	Word-of-Mouth Referral	No	4
11	NAB Human Resource Services 1771 N Street, NW Washington, DC 20036 202.429.5497	No	0
12	Connecticut School of Broadcasting 80 Ferry Blvd. Stratford, CT 06615 203.378.5155	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Ohio Center for Broadcasting Gary James 5330 East Main Street, Suite 200 Columbus OH 43213 614.245.0555 gary@beonair.com	N	0
14	Inside Radio 365 Union Street Littleton, NH 03561 (800) 640-8852 Contact: Gene McKay	No	0
15	All Access www.allaccess.com 28955 Pacific Coast Highway, Suite 210 S. Malibu, CA 90265 (301) 457 6616 Contact: Joel Denver	No	0
16	Norwalk Community College Career Center Patrick O. Boland 188 Richards Avenue Campus East-Rm. 101 Norwalk, CT 06854-1655 203.857.7032	No	0
17	Naugatuck Valley Community Technical College Cooperative Education Roberta DiFelice 750 Chase Parkway Waterbury, CT 06708 203.575.8223 RDIFelice@nvcc.commnet.edu	No	0
18	Sacred Heart University Deanna Fiorentino Career Services 5151 Park Avenue Fairfield, CT 06432 203.371.7975 newhardl@sacredheart.edu	No	0
19	Southern Connecticut State University 501 Crescent Street New Haven, CT 203.392.5238	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Housatonic Community-Technical College 900 Lafayette Blvd. Bridgeport, CT 06604-4704 203.332.5000	No	0
21	Career Resources, Inc. Todd Stuart 350 Fairfield Avenue Bridgeport, CT 06604 203.334.5627	No	0
22	The Workplace, Inc. 350 Fairfield Avenue Bridgeport, CT 06604 203.576.7030	No	0
23	CTE, Inc., The Community Action Agency for the Greater Stamford Area Karen Porter 34 Woodland Avenue Stamford, CT 06902 203.327.3260	No	0
24	CT Works Richard Litzinger 350 Fairfield Ave Bridgeport, CT 06604 203.333.5129	No	0
25	Connecticut Works 2 Lafayette Square Bridgeport, CT 06604 203.579.6062	No	0
26	Center For Human Services 2 Research Drive Stratford, CT 06615 203.386.8802	No	0
27	American Women in Radio and Television American Women in Radio and Television 1760 Old Meadow Road, Suite 500 McLean, VA 22102 www.awrt.org	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	St. Mary's Roman Catholic Church Father Mathew Bernelli 25 Sherman Street Bridgeport, CT 06608 203.334.8811	No	0
29	The George Washington Carver Community Center Richard N. Fuller Sr. 7 Academy Street Norwalk, CT 06850 203.838.4305	No	0
30	NEON, Inc. 98 South Main Street Norwalk, CT 06854 203.899.2425	No	0
31	Urban League of Southwestern Connecticut, Inc. Jean Davis-French Job Developer 46 Atlantic Street Stamford, CT 06901 203.327.5810	No	0
32	The Emma L. Bowen Foundation for Minority Interests in Media, Inc. Sandra Rice, VP Eastern Region 524 West 57 th Street New York, NY 10019 212.975.2545 sdrice@cbs.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Host Career Fair	<p>On October 6, 2014, our SEU hosted a Career Fair at Stepping Stones Museum for Children in Norwalk, CT. 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 Market and Sales Managers occupied 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 both SEU stations.</p>
2	Participate in a Career Fair	<p>On November 20, 2014, our SEU participated in the Fairfield County Jobs.com Career Fair at 535 Connecticut Avenue, Norwalk, CT. Our Vice President of Sales provided attendees with information about career opportunities in broadcasting as well as job opportunities and internships within the SEU.</p>
	Internship Program	<p>This SEU has an active internship program that it promotes on station websites and over the air. Information about the Program is also sent to local colleges and universities.</p> <p>During this reporting period our SEU sponsored ten (10) interns from the following universities, colleges and high schools: Housatonic Community College; Curry College; Western CT State University; Syracuse; University of New Hampshire; Norwalk Community College; Fairfield Ludlowe High School (2) and Staples High School (2). These interns assisted the Promotions and Programming Departments with a variety of tasks including SEU public relations, non-traditional revenue events and on-site broadcasts.</p>

	Type of Recruitment Initiative	Brief Description of Activity
	Participate in Scholarship Program	During this reporting period, our General (Market) Manager sat on the selection committee of the Connecticut Broadcasters Association's Scholarship Program. The SEU's FM station, WEBE, encouraged college students interested in a career in broadcasting to submit an application through this Station. The selection committee, of which our General Manager was a member, reviewed and evaluated applications and determined which students would receive scholarships.