



CUMULUS

Cumulus Broadcasting Inc ~ 5490 Saratoga Road ~ Dubuque, Iowa 52002

Phone# (563) 557-1040 Fax# (563) 583-4535

WJOD-FM, KLYV-FM, KXGE-FM, WDBQ-FM & WDBQ-AM

EEO PUBLIC FILE REPORT

October 1, 2008 – September 30, 2009

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS #	RS Information	Source Entitled to Vacancy Notification?	# of Interviews Referred by RS Over Reporting Period
1	Cumulus Broadcasting On-Air Announcements (WJOD-FM, KLYV-FM, KXGE-FM, WDBQ-FM and WDBQ-AM) 5490 Saratoga Road Dubuque, IA 52002 Co: Heather Davis Ph: 563-557-1040 x218 E-mail: heather.davis@cumulus.com	No	28
2	CumulusJobs.com 5490 Saratoga Road Dubuque, IA 52002 Co: Heather Davis Ph: 563-577-1040 x264 E-mail: heather.davis@cumulus.com	No	0
3	Dubuque Telegraph Herald (Newspaper) 801 Bluff Street Dubuque, IA 52001 Co: Randy Rogers Ph: 563-588-5686 E-mail: rrodgers@wcinet.com	No	0
4	Access Dubuque (On-line) 801 Bluff Street Dubuque, IA 52001 Co: Randy Rogers Ph: 563-588-5686 E-mail: rrodgers@wcinet.com	No	4
5	2009 Spring Cumulus Broadcasting Job Expo 5490 Saratoga Road Dubuque, IA 52002 Co: Heather Davis Ph: 563-557-1040 E-mail: heather.davis@cumulus.com	No	16

6	University of Dubuque Career Extravaganza 2000 University Ave Dubuque, IA 52001 Co: Amy Baus Ph: 563-589-3000 E-mail: abaus@dbq.edu	No	0
7	Iowa Workforce Development Center 590 Iowa Street Dubuque, IA 52001 Co: Wendy Mihm-Herold Ph: 563-556-5800 E-mail: wendy.mihm-herold@iwd.iowa.gov	No	8
8	Loras College Center for Learning 1450 Alta Vista Street Dubuque, IA 1 Co: Faye Finnegan Ph: 563-588-7155 E-mail: faye.finnegan@loras.edu	No	0
9	Clarke College Career Services 1550 Clarke Drive Dubuque, IA 52001 Co: Kristi Gimmel Becker Ph: 563-588-6302 E-Mail: kristi.gimmelbecker@clarke.edu	No	0
10	University of Dubuque Career Services 2000 University Avenue 2nd Floor, Peters Commons Dubuque, Iowa 52001 Co: Dr. Amy Baus Phone: 563.589.3132 E-mail: abaus@dbq.edu	No	0
11	Cumulus Broadcasting Inc (Open House) 5490 Saratoga Road Dubuque, Iowa 52002 Co: Heather Davis Phone: 563-557-1040 E-mail: heather.davis@cumulus.com	No	0
12	www.mediajobsandmore.com	No	0
13	Ohio Cntr for Broadcast 9000 Sweet Valley Dr Valley View, OH 44125 Co: Joe Kelly Ph: 216-447-9117 E-mail: placement.columbus@beonair.com	Yes	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			56

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Hosted 2009 Job Expo	On February 19, 2009, Cumulus Dubuque sponsored the 2009 Cumulus Job Expo held at the Midway Hotel in Dubuque, Iowa. Approximately 30 businesses and 1,400 individuals attended this event. Cumulus Dubuque organized the expo and promoted the event on-air. At the expo, station participants distributed information to attendees, collected resumes, and conducted on-site interviews with applicants. Station participants included our Market Manager, Sales Manager, and several sales representatives.
2	Participated in Career Fair	On March 26, 2009, Cumulus Dubuque participated in the University of Dubuque Career Expo held at the University of Dubuque. Approximately 50 businesses and 1,500 individuals attended this event. Station participants distributed information to attendees, collected resumes, and conducted on-site interviews with applicants. Cumulus Dubuque also was a sponsor of the job expo and promoted the event on-air. Station participants included our Market Manager, Sales Manager, and several sales representatives.

3	Internship Program	Cumulus Dubuque offers students interested in broadcasting careers the opportunity to gain hands-on experience through unpaid internships for academic credit. We hosted a total of three interns during the reporting period in our sales and on-air departments.
4	Participate in Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	During the academic year, Cumulus Dubuque hosts weekly station tours and recording sessions for Galena High School students. Students are shown various aspects of station operations, such as how radio shows are produced and recorded. These tours are lead by our on-air personalities.
5	Participate in Program Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	During November 2008, Market Manager spoke about broadcasting careers at a career day at Cumulus Dubuque Stations to University of Dubuque Students
6	Hosted Open House	On August 20, 2009, Cumulus Dubuque hosted an open house at its studios. Cumulus Dubuque promoted the event on-air, collected resumes, spoke with attendees about job opportunities at the stations, and gave station tours. Station participants included our Market Manager, Sales Manager, Operations Manager, and some of our sales representatives and on-air personalities.

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- **Employment Unit: Dubuque, IA Market**

- **Unit Members (Stations and Communities of License):**
 - **Station: WJOD-FM / Asbury, IA**
 - **Station: KLYV-FM / Dubuque, IA**
 - **Station: KXGE-FM / Dubuque, IA**
 - **Station: WDBQ-FM / Galena, IL**
 - **Station: WDBQ-AM / Dubuque, IA**

- **EEO Contact Information for Unit Member:**
 - **Contact: Heather Davis / VP Market Manager**
 - **Address: 5490 Saratoga Road, Dubuque, IA 52002**
 - **Phone: 563-557-1040 x218**
 - **E-mail: heather.davis@cumulus.com**

- **Number of Full-Time Employee's at Employment Unit: 19**

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