WJOD(FM), KLYV(FM), KXGE(FM), WDBQ-FM & WDBQ(AM)
EEO PUBLIC FILE REPORT
October 1, 2012 – September 30, 2013

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 Executive	*1, 4-8, 11*	*1*

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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 (all SEU stations)*** *5490 Saratoga Road* *Dubuque, IA 52002* *Co: Heather Davis* *Ph: 563-557-1040 x406* *E-mail: heather.davis@cumulus.com*	*No*	*15*
2	***Dubuque Telegraph Herald (Newspaper)*** *801 Bluff Street* *Dubuque, IA 52001* *Co: Sarah Beighle* *Ph: 563-588-5771* *E-mail: sbeighle@wcinet.com*	*No*	*0*
3	***Access Dubuque*** ***http://jobs.accessdubuque.com/*** *801 Bluff Street* *Dubuque, IA 52001* *Co: Sarah Beighle* *Ph: 563-588-5771* *E-mail: sbeighle@wcinet.com*	*No*	*0*
4	***Iowa Workforce Development Center*** *680 Main Street – Second Floor* *Dubuque, IA 52001* *Co: Charlotte Miller* *Ph: 563-556-0154* *E-mail: charlotte.miller@iwd.iowa.gov*	*No*	*1*
5	***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*	*1*
6	***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*	*2*

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	***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*
8	***Cumulus Broadcasting Dubuque Open House***	*No*	*3*
9	***www.mediajobsandmore.com***	*No*	*0*
10	***Ohio Center for Broadcasting*** *9000 Sweet Valley Dr* *Valley View, OH 44125* *Ph: 216-447-9117* *E-mail: placement.columbus@beonair.com*	*No*	*0*
11	***Indeed.com*** *Co: Rebecca Fiore Jellie* *Ph: 646-307-7377* *E-mail: Becca@indeed.com*	*No*	*2*
12	***FaceBook.com (KLYV-FM, KXGE-FM WJOD-FM)***	*No*	*0*
13	***CraigsList.com -*** http://dubuque.craigslist.org	*No*	*0*
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		*24*

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	*Internship Program*	*Our SEU offers students interested in broadcasting careers the opportunity to gain hands-on experience through unpaid internships for academic credit. We hosted a total of five (5) interns during the reporting period in our Sales and On-Air departments. The student interns came from the following schools: University of Wisconsin-Platteville (1), University of Iowa (1) and Brigham Young University (2).*
2	*Participate in Program/Event Sponsored by or on Behalf of an Educational Institution Relating to Career Opportunities in Broadcasting*	*During the academic year, our SEU hosts weekly tours of our studios and recording sessions for Galena High School students. Students are exposed to various aspects of station operations, such as how radio shows are produced and recorded. These tours are lead by our on-air personalities.*
3	*Host Job Fair*	*On April 25, 2013, our SEU hosted an Open House at our studios in Dubuque. SEU representatives collected resumes, spoke with attendees about career opportunities in broadcasting and job openings within the SEU and gave station tours. SEU participants included our Market Manager, Operations Manager, some of our Sales Representatives and On-Air Personalities. This event was promoted on all SEU stations.*