

KDAT(FM), KHAK(FM), KRNA(FM), and employees at KRQN(FM)

EEO PUBLIC FILE REPORT
October 1, 2007 – September 30, 2008¹

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 |
|----------------------------|--|---------------------------|
| Business Manager | 1, 3-8, 10-16 | 5 |
| KHAK(FM) DJ | 1, 3-8, 10-16 | 16 |
| KDAT(FM) DJ | 1, 3-8, 10-16 | 16 |
| Production Director | 1, 3-8, 10-16 | 5 |
| Account Executive | 1, 3-8, 10-17 | 16 |
| Account Executive | 1, 3-8, 10-17 | 17 |
| Account Executive | 1, 3-8, 10-17 | 5 |
| Traffic Director | 1, 3-8, 10-16 | 5 |
| Assistant Business Manager | 1, 3-8, 10-16 | 5 |
| Production Director | 1, 3-8, 10-16 | 5 |

¹ This Report provides recruitment data collected through September 20, 2008.

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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 | Coe College Career Services 1220 1st Avenue NE Cedar Rapids, IA 52402 Judy Dirks judy.dirks@coe.edu | Y | 0 |
| 2 | Hawkeye Area Community Action Program (HACAP) Placement Office 1515 Hawkeye Drive Hiawatha, IA 52233 Julie Williams 319-398-4296 | N | 0 |
| 3 | Hamilton College (now Kaplan University) Placement Office 3165 Edgewood Road Cedar Rapids, IA 52404 Shelly Altmeir shelly.altmeir@kaplan.com | Y | 0 |
| 4 | Iowa Broadcasters Association Placement Office P.O. Box 71186 Des Moines, IA 50265 Steve Wayne stevewayne@mchsi.com | Y | 0 |
| 5 | Job Service of Iowa Placement Office 800 7th Street SE Cedar Rapids, IA 52403 D.J. Langly DJLangly@iowaworkforce.org | Y | 14 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 6 | Kirkwood Community College Placement Office 6301 Kirkwood Blvd. SW Cedar Rapids, IA 52404 Danielle Debaugh debaugh@kirkwood.edu | Y | 2 |
| 7 | Mount Mercy College Career Services 1330 Elmhurst Drive SE Cedar Rapids, IA 52402 Careers@mtmercy.edu | Y | 1 |
| 8 | NAACP Placement Office P.O. Box 25427 Raleigh, NC 27611 Richard Greene 919-846-7045 | N | 0 |
| 9 | National Hispanic Media Coalition 2514 South Grande Avenue Los Angeles, CA 90007 Salinda Amos 626-792-6462 | N | 0 |
| 10 | St. Ambrose University Career Services 518 West Locust Davenport, IA 52803 Leigh Eide Leide@sau.edu | Y | 0 |
| 11 | University of Iowa Career Services 380 Iowa Memorial Union Iowa City, IA 52242 Allan Boettger 319-335-1023 | Y | 0 |
| 12 | University of Northern Iowa Career Services GIL 242 Cedar Falls, IA 50614 Elizabeth Gretter Elizgrett@uni.edu | Y | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|--|---|--|
| 13 | Afro-American Cultural Center 303 Melrose Ave Iowa City, IA 52242 Patrice Robinson Patrice-robinson@uiowa.edu | N | 0 |
| 14 | University of Iowa Office of Affirmative Action 202 Jesup Hall Iowa City, IA 52242 Dorothy Simpson-Taylor & Susan Mask Dorothy-simpson-taylor@uiowa.edu | Y | 0 |
| 15 | East Central Iowa Employment and Training P.O. Box 5454 Cedar Rapids, IA 52406 Bob Ballentyne 319-365-7875 | Y | 0 |
| 16 | www.cumulusjobs.com | N | 10 |
| 17 | Cumulus Career Fairs Cumulus Media 425 2nd Street SE Cedar Rapids, IA 52401 Terry Weinacht | N | 5 |
| 18 | Cornell College Career Services 600 1st Street West Mt. Vernon, IA 52314 Laura Obrycki 319-895-4457 | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 32 |

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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----------|--|--|
| 1 | Internship programs | <p>Our SEU hosted several students as interns to help them develop useful skills in the broadcast industry. The students primarily worked in the Promotions and Production departments. The interns completed assignments for all four of the SEU stations, including assisting with event planning and live station events; completing database entry; and conducting local “van hits,” which increase our stations’ visibility in the surrounding community. The interns worked most closely with our Production Director. In addition, students had the opportunity to complete assignments for the On-Air and Sales departments. During this reporting period, this SEU hosted four college students as interns, as follows:</p> <ul style="list-style-type: none">– from March through April 2008, one intern from Waldorf College, and– from May through August 2008, one student each from the University of Iowa, Kirkwood Community College, and Washington High School. |

| | | |
|---|--|---|
| 3 | Host job fair | <p>On March 6, 2008, this SEU hosted a career fair at the Crowne Plaza Hotel in Cedar Rapids, Iowa. As part of organizing this event, this SEU solicited other local businesses in the Iowa City and Cedar Rapids corridor area to target local employees. We promoted the event on all four of our stations and on each of our station's websites. Station employees who participated in the event included our Market Manager and two local sales managers.</p> |
| 4 | Host job fair | <p>This SEU hosted a career fair on August 28, 2008 at Westdale Mall in Cedar Rapids, Iowa. The SEU organized the event and invited other businesses in the Iowa City and Cedar Rapids corridor area to participate in recruiting local employees. The event was advertised on-the-air on all four of our local stations as well as on each of the station's websites. Our Market Manager and two local sales managers were on hand to gather resumes and answer questions regarding employment in the SEU.</p> |
| 5 | Management level training regarding equal employment opportunity and preventing discrimination | <p>On April 4, 2008, station management, including our Business Manager and Market Manager, participated in a telephonic training session on the FCC's EEO rules as presented by outside communications counsel for Cumulus.</p> |