

**WPDH(FM), WCZX(FM), WEOK(AM), WALL(AM), WPDA(FM), WKNY(AM),  
 WKXP(FM), WZAD(FM), WRRV(FM), WRRB(FM)  
 EEO PUBLIC FILE REPORT  
 February 1, 2008 – January 31, 2009**

**I. VACANY LIST**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	REFERRED FROM OTHER MARKET	27
Administrative Assist.	1-4, 6, 9, 14 – 16, 26, 27	26
Account Executive	1, 2, 9 – 11, 14, 16, 27	27
Programming On-Air	Confidential Termination	26
Account Executive	Transfer from FL market	26

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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	New York State Department of Labor New York State Dept. of Labor, 233 Main Street, Poughkeepsie, NY 12601 (845) 473-9253, fax (845) 471-6942 <a href="http://www.labor.state.ny.us">www.labor.state.ny.us</a>	N	7
2	Cumulus Jobs.com	N	16
3	Hirejobseekers.com	N	1
4	Internal Postings (through one or more of Cumulus CMP/CMI Business Manager email distribution lists)	N	1
5	America's Job exchange	N	1
6	Daily Freeman 79 Hurley Avenue Kingston NY 12401 (845) 331-5000	N	2
7	Poughkeepsie Journal, Career Builder, 85 Civic Ctr, Poughkeepsie, NY 12601	N	0
8	Cumulus Broadcasting Web site – Employment Opportunities, <a href="http://www.cumulus.com">www.cumulus.com</a>	N	0
9	Dutchess County Community College, Career Center 53 Pendell Rd, Poughkeepsie, NY 12601 - Camilo Rojas (845) 431-8000, <a href="mailto:rojas@sunydutchess.edu">rojas@sunydutchess.edu</a>	N	3
10	Mount Saint Mary Career Expo Mount Saint Mary College, 300 Powell Ave, Newburgh, NY 12550 - Kathleen O'Keefe (845) 569-3180, <a href="mailto:okeefe@msmc.edu">okeefe@msmc.edu</a>	N	2
11	Marist College, Cannilino Library RM332, North Road, Poughkeepsie NY 12601	N	3
12	Mid Hudson Library System, Job information centers coordinator, 103 Market Street, Poughkeepsie NY 12601	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	NYS Broadcasters Career Fair online career fair	N	0
14	Times Herald Record 40 Mulberry Street Middletown NY 10940 (845) 341-1100	N	1
15	America's Job Exchange <a href="http://www.americasjobexchange.com">http://www.americasjobexchange.com</a>	N	1
16	Hudson Valley Job Fair hosted by NYS Dept of Labor and Dutchess Community College	N	34
17	New Paltz College – <a href="http://www.newpaltz.edu/careers">www.newpaltz.edu/careers</a> Tonda Highley, Director, Career Development Center, SUNY New Paltz, NY 12561	N	0
18	New School of Radio and Television 50 Colvin Avenue Albany, NY 12260 – Jim (518)438-7682	N	0
19	WCZX on-air and website	N	0
20	WKXP on-air and website	N	0
21	WPDH / WPDA on-air and website	N	0
22	WRRV / WRRB on-air and website	N	0
23	WZAD on air	N	0
24	WKNY on air	N	0
25	WEOK-AM / WALL-AM on-air	N	0
26	Internal Transfer	N	1
27	Referral	N	13
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	New York state Broadcasters Association Online Career Fair	Starting March 24 <sup>th</sup> SEU participated in New York State Broadcasters Association Online Career Fair. We setup a virtual booth for a period of one week where we posted open positions for Account Executive, Yankee Board Operator, Executive Assistant, Interns, and Part Time Promotional Assistants.. We received at least 10 responses.
2	Participated in Mount Saint Mary College Career Conference:	On April 3, 2008, Cumulus attended the Mount Saint Mary Career Conference at Mount Saint Mary College in Newburgh, NY. Approximately 20 people attended. We met with about 25 people regarding internships and possible employment opportunities. Representing the stations were Anthony Verano, Promotions Director and Jeremiah Johnsen, Promotions Coordinator, Rob VanDerbeck, Director of Sales
3	Participated in Marist College Career Conference:	On April 3, 2008 Cumulus attended the Marist College Career Conference at Marist College in Poughkeepsie, NY. Approximately 400 people attended each conference. We met with about 40 - 50 people at each show regarding internships and possible employment opportunities. Representing the station were Anthony Verano, Promotions Director and Jeremiah Johnsen, Promotions Coordinator.
4	Hudson Valley Job Fair for Workforce, NYS. at Dutchess Community College	On April 16, 2008, the SEU's Business Manager, Promotion Manager and Sales Manager attended the Hudson Valley NYS Department of Labor Job Fair, which was held at Dutchess Community College between 11a and 3p. SEU Managers met with 85 applicants for Sales, Admin and part time promotions.
5	Relationship with Colleges and their internship ans Co-op Offices to Recruit Interns	Throughout the year at various times we have worked with Marist College, Orange County Community College, Dutchess Community College, Ulster County Community College, Sullivan County Community College, and Mount Saint Mary College and their internship representatives to recruit interns. The contact person representing the station are Anthony Verano, Promotions Director and Jeremiah Johnsen, Promotions Coordinator.
6	Management level training regarding equal employment opportunity and preventing discrimination	On April 4, 2008 conference call with Corporate Attorney and EEO Attorney Elizabeth Goldin with Riley Rein for training

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
7	Internet Program Designed to Promote the Cumulus Poughkeepsie Intern Program:	<p>Our intern openings are advertised on all our stations and our website located at <a href="http://www.pendellrd.com/interns.internshipsinfo.htm">http://www.pendellrd.com/interns.internshipsinfo.htm</a> which provides extensive description of the intern program as well as applications.</p> <p>Spring 2008 (1/28/08 – 5/10/08) The SEU hosted a total of 14 interns from Vassar College, Marist College, SUNY New Paltz, Ulster County Community College, Manhattenville College, and Mount Saint Mary College. Three interns were hired part time in Promotions</p> <p>Summer 2008 (5/26/08 – 8/15/08) The SEU hosted a total of 18 interns from Drexel University, Hofstra University, SUNY Oneonta, SUNY New Paltz, SUNY Oswego, Marist College, Hamilton College, Syracuse University, Manhattan College, Alfred University, East Carolina University, Lafayette University, University of Hartford. One Intern was hired part time in Promotions</p> <p>Fall 2008 (8/26/08 – 12/8/08) The SEU hosted 7 interns from SUNY Oneonta, Marist College, Fashion Institute of Technology, SUNY New Paltz, Mount Saint Mary College, Brooklyn College. One intern was hired part time in Programming.</p> <p>All interns are required to work 12 hours per week.</p> <p>Interns participating in the SEU's internship program worked in the SEU's Promotions and Programming Department under the supervision of the SEU's Promotions Director and Promotions Coordinator. Typical duties included collection of marketing data and participation in remote promotional events. Many interns received academic credit from their home institutions.</p>
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