

**WPDH(FM), WCZX(FM), WEOK(AM), WALL(AM), WPDA(FM), WKNY(AM),  
WKXP(FM), WZAD(FM), WRRV(FM) and WRRB(FM)  
EEO PUBLIC FILE REPORT  
September 16, 2011 – January 31, 2012<sup>1</sup>**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	3, 6-7, 16, 20, 27-28, 31-32	27

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<sup>1</sup> On September 16, 2011, the actions necessary to consummate the transfer of control of the stations in this employment unit were completed. *See Existing Shareholders of Cumulus Media, Inc., et al.*, 29 FCC Rcd. 12956 (2011). As a result, the timeframe for this immediate Report is an abbreviated one, beginning on September 16, 2011.

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>New York State Department of Labor</b> 233 Main Street Poughkeepsie, NY 12601 (845) 473-9253, fax (845) 471-6942 www.labor.state.ny.us	N	0
2	<i>Intentionally Omitted</i>		
3	<b>Cumulus Broadcasting Employment Opportunities Website</b> www.cumulus.com	N	0
4	<b>Cumulus Jobs.com</b>	N	0
5	<b>Craigslist.com</b>	N	0
6	<b>Indeed.com</b>	N	17
7	<b>Regional Help Wanted, Inc.</b> www.hudsonvalleyhelpwanted.com 9100 East Panorama Drive, Suite 250 Englewood, CO 80112 (800) 365-8630	N	12
8	<b>America's Job Exchange</b> http://www.americasjobexchange.com	N	0
9	<b>New York State Broadcasters Assn.</b> 1805 Western Avenue Albany, NY 12203 Contact: Dick Novik (518) 456-8943 www.nysbroadcasters.org	N	0
10	<b>Traffic Directors Guild of America</b> 26000 Avenida Aeropuerto Building 114 San Juan Capistrano, CA 92675	N	0
11	<b>Daily Freeman</b> 79 Hurley Avenue Kingston, NY 12401 (845) 331-5000	N	0
12	<b>Poughkeepsie Journal</b> Career Builder 85 Civic Center Poughkeepsie, NY 12601	N	0
13	<b>Times Herald Record</b> 40 Mulberry Street Middletown, NY 10940 (845) 341-1100	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	<b>Dutchess County Community College</b> Career Center 53 Pendell Road Poughkeepsie, NY 12601 Contact: Camilo Rojas - (845) 431-8000 rojas@sunydutchess.edu	N	0
15	<b>Marist College Job Fair</b> Cannavino Library, RM 332 North Road Poughkeepsie NY 12601	N	0
16	<b>Mount Saint Mary Career Expo</b> Mount Saint Mary College 300 Powell Avenue Newburgh, NY 12550 Contact: Kathleen O'Keefe - (845) 569-3180 okeefe@msmc.edu	N	0
17	<b>New School of Radio and Television</b> 50 Colvin Avenue Albany, NY 12260 Contact: Jim - (518) 438-7682	N	0
18	<b>State University of New York at Rockland County Job Fair</b> Career Services 145 College Road Suffern, NY 10901 (845) 574-4125	N	0
19	<b>State University of New York at New Paltz</b> Tonda Highley, Director Career Development Center SUNY New Paltz, NY 12561 www.newpaltz.edu/careers	N	0
20	<b>Illinois Center for Broadcasting</b> Placement Office (On-air or technical positions only) 455 Eisenhower Lane South, Suite 200 Lombard, IL 60148 (630)916-1700, ext. 3114	Y	0
21	<b>Mid Hudson Library System</b> Job Information Centers Coordinator 103 Market Street Poughkeepsie, NY 12601	N	0
22	<b>All Access Music Group</b> www.AllAccess.com 28955 Pacific Coast HWY, Suite 210 Malibu, CA 90265 (310) 457-6616	N	0
23	<b>Inside Radio (print &amp; web)</b> P.O. Box 567925 Atlanta, GA 31156 (800) 248-248-4242	N	0
24	<b>Radio Ink Magazine</b> 2090 Palm Beach Lakes Blvd., Suite 300 West Palm Beach, FL 33409 (561) 655-8778	N	0
25	<b>Job Fairs</b> (see Section III)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	N	6
27	<b>Station Website Postings</b> <i>(one or more SEU stations)</i>	N	1
28	<b>Internal Postings</b> <i>(local and corporate-wide)</i>	N	0
29	<b>Internal Transfer/Promotion</b>	N	0
30	<b>Word-of-Mouth Referral</b>	N	1
31	<b>Walk-In/Self-Referral</b>	N	2
<b>TOTAL INTERVIEWEES OVER 3.5-MONTH PERIOD</b>			39

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participate in Job Fair	On September 28, 2011, our SEU participated in the New Paltz Career Conference at SUNY New Paltz, New York. The SEU's Promotions Director and Promotions Coordinator attended and met with attendees to discuss careers in broadcasting as well as internships and job opportunities within the SEU.
2	Participate in Job Fair	On October 6, 2011, our SEU participated in the Marist College Fall Career Conference at Marist College in Poughkeepsie, New York. The SEU's Promotions Director, Promotions Coordinator and a Local Sales Manager attended and met with attendees to discuss careers in broadcasting as well as internships and job opportunities within the SEU.
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 10, 2011, our SEU participated in the Roy C. Ketcham Career Day at Roy C. Ketcham High School in Wappingers Falls, New York. The SEU's Promotions Director and Promotions Coordinator met with numerous students to talk about careers in broadcasting as well as internships and possible job opportunities within the SEU.
4	Internship Program	<p>Openings for internships with the Cumulus-Poughkeepsie SEU are advertised over the air on all SEU stations as well as on numerous college websites and job boards.</p> <p>The SEU's Promotions Director and Promotions Assistant are in contact 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 on a regular basis and work hard to develop these relationships for the benefit of the students as well as the SEU's internship program.</p> <p>During the Fall/Winter of 2011 (9/16/11 – 1/31/12) this SEU hosted <b>3</b> interns from Dutchess Community College, Marist College and Orange County Community College.</p> <p>All interns are required to work 12 hours per week. The interns work in the SEU's Promotions and Programming Department under the supervision of the SEU's Promotions Director and Promotions Coordinator. Typical duties include conducting research for stories, assisting with script writing, collecting marketing data, participating in remote promotions/events and interviewing various managers within the SEU to learn more about their specific jobs.</p>