

WCJM-FM, WKKR, WMXA, WPCH, WTLM, WZMG**EEO PUBLIC FILE REPORT****December 1, 2015 - November 28, 2016****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	1-9, 12-19	15
Account Executive	1, 3-9, 12-14, 16-19	16
Account Executive	10-11	10
Account Executive	10-11	10

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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	Auburn Opelika Times/Media General 605 2nd Avenue Opelika, Alabama 36801 Phone : 334-737-2524 Url : http://www.oanow.com Email : sstriblin@oanow.com Fax : 1-334-749-1228 Sherry Striblin	N	0
2	Columbus Ledger-Enquirer 17 West 12th Street Columbus, Georgia 31901 Phone : 706-571-8551 Url : http://www.ledger-enquirer.com Email : gloriat@ledger-enquirer.com Gloria Thomas	N	0
3	Columbus Tech 928 Manchester Expressway Columbus, Georgia 31904 Url : http://www.columbustech.edu Email : prosenberg@columbustech.edu Pat Rosenberg	N	0
4	Columbus Times 2230 Buena Vista Road Columbus, Georgia 31906 Url : http://www.knology.net Email : columbustimes@knology.net Career Services	N	0
5	CVCC 2602 College Drive Phenix City, Alabama 36869 Url : http://www.cv.edu Email : chris.patterson@cv.edu Career Services	N	0
6	Dothan Eagle 227 N. Oates St. Dothan, Alabama 36303 Phone : 800-779-2557 Url : http://www.dothaneagle.com Email : Lferguson@dothaneagle.com Linda Ferguson	N	0

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7	GreatColumbusJobs.com Georgia Url : http://www.greatcolumbusjobs.com Email : melanie@GreatColumbusJobs.com Career Services	N	0
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
10	Indeed.com	N	5
11	Job Fair	N	1
12	Job Fair Georgia n/a n/a Manual Posting	N	0
13	Montgomery Advertiser 425 Molton St. Montgomery, Alabama 36104 Phone : 334-261-1514 Url : http://www.gannett.com Email : bojackson@gannett.com Fax : 1-334-261-1502 Brenda Jackson	N	0
14	Native American Public Communications Post Office Box 83111 Lincoln, Nebraska 68501 Url : http://www.unl.edu Email : native@unl.edu Career Services	N	0
15	Non-Employee Referral	N	1
16	Self Referral	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Society of Professional Journalists 3909 N. Meridian St Indianapolis, Indiana 46208 Url : http://www.spj.org Email : spj@spj.org Career Services	N	0
18	South Asian Journalist Assn 2950 Broadway New York, New York 10027 Url : http://www.columbua.edu Email : saja@columbia.edu Career Services	N	0
19	US Army Employment Readiness Program Building 2624, Soldiers Plaza Fort Benning, Georgia 31905 Url : http://www.us.army.mil Email : mark.mills4@us.army.mil Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/26/2016	Participation in events or programs sponsored by educational institutions	On January 26-27, 2016, our SEU participated in the Career Discovery Expo at Auburn University's Beard-Eaves Coliseum. SEU participants included our SVP of Programming and On-Air Personalities, who spoke to nearly 4,000 8th grade students about career opportunities in the radio industry and the engineering basics of broadcasting.	3	SVP Production Director/On-Air On-Air
2	4/12/2016	Participation in events or programs sponsored by educational institutions	On April 12, 2016, our SEU participated in a Job Fair at Southern Union Community College at the Business and Technology Center on the Opelika Campus. SEU participants included our SVP of Programming and On-Air Personalities, who spoke to students about career opportunities in the radio industry and the engineering basics of broadcasting.	3	SVP Production Director/On-Air On-Air
3	5/13/2016	Participation in events or programs sponsored by educational institutions	On May 13, 2016, our SEU participated in a Career Fair at Morris Avenue in Opelika. SEU participants included our Production Director and a Senior Account Executive, who spoke to students about career opportunities in the radio industry and the basics of broadcasting.	2	Production Director Senior AE
4	6/28/2016	Hosting of Job Fair	From June 28, 2016 through July 31, 2016, our SEU hosted an on-air job fair. On-air talent described job vacancies in the SEU and listeners were asked to submit resumes to an email address monitored by the Sales Manager.	1	Sales Manager
5	8/19/2016	Provision of training to personnel of unaffiliated non-profit organizations	On August 19, 2016, our Business Manager participated in a session at the Alabama Broadcasters Association annual conference that focused on methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Manager

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6	10/3/2016	Participation in events or programs sponsored by educational institutions	On October 3, 2016, our SEU hosted students from Southern Union State Community College for a station tour. SEU participants included our SVP of Programming and on On-air Personality, who spoke to the students about career opportunities in the radio industry and the engineering basics of broadcasting.	2	SVP On-Air/AE