

WAEV, WL VH, WQBT, WSOK, WTKS, WYKZ
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016³

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS L") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 3-5, 7-10, 13-16, 18-19, 21-26	10
Account Executive	1, 3-4, 7-8, 10, 13-15, 18-19, 22-26	10
Account Executive	1, 3-4, 6-8, 13, 15, 17-20, 22-26	8
Promotions Director Savannah, GA	1, 3-4, 6-8, 11, 13-14, 17-20, 22-27	11
Sales Assistant	1, 3-4, 7-8, 10, 13-15, 18-19, 22-27	27
Account Executive	1, 3-4, 7-8, 13, 15, 18-19, 22-27	27
SVP of Programming Savannah, GA/Hilton Head, SC	1-4, 7-8, 13, 15, 18-19, 22-26	2
Assistant Business Manager	1, 3-4, 7-8, 10-15, 18-19, 22-26	11

¹ This Report was modified in December 2016 to address minor reporting issues.

WAEV, WLVH, WQBT, WSOK, WTKS, WYKZ**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****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	AASU 11935 Abercorn St Savannah, Georgia 31419 Phone : 9123443248 Email : careers@armstrong.edu Career Services	Y	0
2	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	1
3	Ft. Valley State University 1005 State University Drive Fort Valley, Georgia 31030 Phone : 478-827-3878 Email : hardenl@fvsu.edu Fax : 1-478-825-6115 LaRue Harden Lynette Wallace	N	0
4	Georgia Southern University PO Box 8104 Statesboro, Georgia 30460-8104 Phone : 912-478-7159 Email : kherman@georgiasouthern.edu Fax : 1-912-478-0325 Kyle Herman	N	0
5	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
6	Glassdoor.com 100 Shoreline Highway Mill Valley, California 94941 Glassdoor.com Glassdoor.com Manual Posting	N	0

WAEV, WLVH, WQBT, WSOK, WTKS, WYKZ

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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	1
8	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	4
9	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
10	Indeed.com - Not Directly Contacted by SEU	N	7
11	Internal Transfer/Promotion	N	2
12	Linked In - Not Directly Contacted by SEU	N	2
13	NAACP 1204 Martin Luther King Jr Boulevard Savannah, Georgia 31415-6355 Phone : 9122334161 Email : savnaacp1204@yahoo.com Carol Hunt	N	0
14	On-Air Announcements on 1 or more SEU stations Georgia Career Services Manual Posting	N	2
15	RAMP - Radio & Music Pros PO Box 25379 Wayne Mills Place #382 Valencia, California 91355 Email : kevin@omnivisionent.com Kevin Carter	N	0

WAEV, WLVH, WQBT, WSOK, WTKS, WYKZ

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
17	Recruit.net 2706, The Centrium 60 Wyndham Street Central, Hong Kong Recruit.net Recruit.net Manual Posting	N	0
18	Savannah State University 3219 College St Savannah, Georgia 31406 Phone : 9123533049 Email : rileys@savannahstate.edu Fax : 1-912-356-2464 Career Services	Y	0
19	Savannah Technical College 5717 White Bluff Rd Savannah, Georgia 31410 Phone : 912-443-5880 Email : cellis@savannahtech.edu Career Services	N	0
20	Simply Hired 525 Almanor Ave Suite 100 Sunnyvale, California 94085 Simply Hired Simply Hired Manual Posting	N	0
21	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
22	South Carolina Broadcasters Association One Harbison Way Suite 112 Columbia, South Carolina 29212 Email : joy@scba.net Fax : 1-803-732-4085 Joy Henderson	N	0

WAEV, WLVH, WQBT, WSOK, WTKS, WYKZ**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****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
23	South University 709 Mall Blvd Savannah, Georgia 31406 Phone : 9122018000 Email : gthompson@southuniversity.edu Gus Thompson	N	0
24	University of South Carolina-Beaufort 1 University Blvd Bluffton, South Carolina 29909 Phone : 843-208-8263 Email : rhoover@uscb.edu Fax : 1-843-208-8292 Rachel Hoover	Y	0
25	Urban League 229 Peachtree Street NE Suite 300 Atlanta, Georgia 30303 Phone : 404-659-1150 Email : dmclary@ulgatl.org Deborah McClary Africa Roberson	N	0
26	Valdosta State University 1500 N Patterson St Valdosta, Georgia 31698 Email : dpconway@valdosta.edu Dennis Conway	N	0
27	Word of Mouth Referral	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

WAEV, WLVH, WQBT, WSOK, WTKS, WYKZ**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/28/2016	Hosting of Job Fair	We held our 1st Recruitment Open House on January 28th. Our SVP of Programming, SVP of Sales, and Market Manager introduced participants to career categories w/in the Radio industry, as well as open positions w/in the iHeartMedia Savannah cluster, followed by a Q&A. We held 2 sessions to accommodate participants.	3	Market President SVP of Programming SVP of Sales
2	2/3/2016	Establishment of an intern program designed to assist members of the community	Spring 2016 Internship Program offering college students the opportunity to learn about the radio industry and career opportunities in programming, promotions, and/or sales. One student from Georgia Southern University participated, Feb 3-May 6, 2016.	3	SVP of Programming Promotions Director Digital Content Director
3	2/17/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Savannah State University Career Fair, February 17, 2016 in Tiger Arena. Station participants included our SVP of Programming and our Promotions Director who manned the SEU's booth and interacted with interested attendees about employment opportunities at the stations specifically and the broadcast industry generally.	2	SVP of Programming Promotions Director
4	3/24/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in the University of SC Beaufort Career Fair, March 24th, 11a-3p. Station participants included our Market Manager and our Promotions Director who manned the SEU's booth and interacted with interested attendees about employment opportunities at the stations specifically and the broadcast industry generally.	2	Market Manager Promotions Director
5	5/18/2016	Establishment of an intern program designed to assist members of the community	Summer 2016 Internship Program offering college students the opportunity to learn about the radio industry and career opportunities in programming, promotions, and/or sales. One student from Savannah State University participated, May 18, 2016 - June 29, 2016.	3	SVP of Programming Promotions Director Digital Content Director

WAEV, WLVH, WQBT, WSOK, WTKS, WYKZ

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	11/2/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Armstrong State University Fall Career Fair at the ASU Student Union in Savannah, GA. Station participants included our SVP of Programming and our Promotions Director who manned the SEU's booth and interacted with interested attendees about employment opportunities at the stations specifically and the broadcast industry generally.	3	Promotions Director Promotions Asst SVPS
7	9/6/2016	Establishment of an intern program designed to assist members of the community	Fall 2016 Internship Program offering college students the opportunity to learn about the radio industry and career opportunities in programming, promotions, and/or sales. One student from Armstrong State University participated, Sept 6, 2016 - Dec 2, 2016.	3	Promotions Director SVPP Online Content Director
8	11/9/2016	Participation in events or programs sponsored by educational institutions	Savannah Chatham Public Schools Field Trip - Savannah High allowing students to learn more about the Broadcast industry and employment opportunities.	4	PD Dir of Urban Programming On-Air Personality Sales Manager