

**WZHT(FM), WWMG(FM), WHLW(FM)  
EEO PUBLIC FILE REPORT  
December 1, 2015-November 30, 2016**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Announcer	1-8; 11-12	11
Traffic/Continuity Manager	1-8; 11-13	11
Account Executive	1-8; 11-12	9

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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 12-month period
1	<b>Alabama A&amp;M University</b> Carolyn Lewis, Career Development Director P.O. Box 997 Normal, AL 35762 (334) 372-8184	Y	0
2	<b>Alabama State University</b> Ella Tucker, Career Planning & Placement Director 915 South Jackson Street Montgomery, AL 36101 (334) 229-4140	Y	0
3	<b>State of Alabama Employment Service</b> Donald Reed, Asst. Manager 1060 E. South Blvd. Montgomery, AL 36116 (334) 286-1746	Y	0
4	<b>Troy State University</b> Janice Patrick, Placement Director 231 Montgomery Street Montgomery, AL 36103 (334) 241-9763	Y	0
5	<b>Tuskegee University</b> Latonya Dupree, HR Journalist 101 Kresge Center Tuskegee, AL 36088 (334) 727-8428	Y	0
6	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	1
7	<b>iHeartMedia Jobs Website</b> <a href="http://www.iheartmediajobs.com">www.iheartmediajobs.com</a>	N	1
8	<b>Alabama Broadcasters Association</b> <a href="http://www.al-ba.com">www.al-ba.com</a>	N	0
9	<b>Indeed</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
10	<b>Radio Advertising Bureau</b> <a href="http://www.rab.com">www.rab.com</a>	N	1
11	<b>Word-of-Mouth Referral</b>	N	2

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<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 12-month period</b>
12	<b>Walk-in/Self-Referral</b>	N	0
13	<b>Internal Candidate</b>	N	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			6

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Host Event Sponsored By or On Behalf of Community Organization	On March 2, 2016, our SEU participated in the Career Day at BTW Magnet High School. SEU participants included our SVP of Programming and On-Air Personalities, who spoke to 23 students in grades 9 <sup>th</sup> – 12 <sup>th</sup> about career opportunities in the radio industry and the engineering basics of broadcasting.
2	Participate in Event Sponsored By or On Behalf of Educational Institution	On April 18, 2016, our SEU participated in the 2 <sup>nd</sup> Annual National Library Week Job Fair. SEU participants included our Business Manager who spoke to high school and college students about career opportunities in the radio industry and the basics of broadcasting.
3	Host Event Sponsored By or On Behalf of Community Organization	On April 19, 2016, our SEU participated in the Career Day at Alabama State University. SEU participant included our Promotions Director who spoke to 15 students about career opportunities in the radio industry and the basics of broadcasting.
4	Host Event Sponsored By or On Behalf of Community Organization	On June 24, 2016, our SEU hosted 7 high school students from the YMCA Youth Enrichment after school program for an information session and station tour. SEU participants included two on-air personalities, our Promotions Director, and our Business Manager, who spoke to the attendees about how the radio industry works and assisted the students in the production of drops for our stations.
5	Host 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 asked listeners to submit resumes to an email address monitored by the Market President and Business Manager.
6	Provide Training to Management-Level Personnel	On August 20, 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.

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<b>7</b>	Host Event Sponsored By or On Behalf of Community Organization	On August 24, 2016, our SEU hosted 3 high school students from Jeff Davis High School for an information session and station tour. SEU participants included an on-air personality and our Promotions Director who spoke to the attendees about how the radio industry works and assisted the students in the production of drops for our stations.
<b>8</b>	Host Event Sponsored By or On Behalf of Community Organization	On August 25, 2016, our SEU hosted 5 high school students from G.W. Carver High School for an information session and station tour. SEU participants included an on-air personality and our Promotions Director who spoke to the attendees about how the radio industry works and assisted the students in the production of drops for our stations.
<b>9</b>	Host Event Sponsored By or On Behalf of Community Organization	On September 7, 2016, our SEU hosted 15 high school students from Jeff Davis High School for an information session and station tour. SEU participants included an on-air personality and our Promotions Director who spoke to the attendees about how the radio industry works and assisted the students in the production of drops for our stations.
<b>10</b>	Host Event Sponsored By or On Behalf of Community Organization	On September 16, our SEU hosted 4 high school students from G.W. Carver High School for an information session and station tour. SEU participants included an on-air personality and our Promotions Director who spoke to the attendees about how the radio industry works and assisted the students in the production of drops for our stations.
<b>11</b>	Host Event Sponsored By or On Behalf of Community Organization	On September 21, our SEU hosted 4 high school students from Lee High School for an information session and station tour. SEU participants included an on-air personality and our Promotions Director who spoke to the attendees about how the radio industry works and assisted the students in the production of drops for our stations.
<b>12</b>	Host Event Sponsored By or On Behalf of Community Organization	On September 28, our SEU hosted 5 high school students from Lee High School for an information session and station tour. SEU participants included an on-air personality and our Promotions Director who spoke to the attendees about how the radio industry works and assisted the students in the production of drops for our stations.