

**WCOH(AM), WIBB-FM, WIHB(AM), WIHB-FM, WMGP(FM), WPLA(AM),
WQBZ(FM), WRBV(FM), WVCC(AM)**

EEO PUBLIC FILE REPORT

December 1, 2015 - November 30, 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
Outside Sales	1-19	10
Outside Sales	1-19	3

**WCOH(AM), WIBB-FM, WIHB(AM), WIHB-FM, WMGP(FM), WPLA(AM),
WQBZ(FM), WRBV(FM), WVCC(AM)**

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	100 Black Men of Macon P O Box 928 Macon, Georgia 31202 Phone : 478-743-2159 Fax : 1-478-743-4938 Virgil Adams Manual Posting	N	0
2	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
3	Employee Referral	N	2
4	Ft Valley St Univ 1005 State University Dr Ft Valley, Georgia 31030 Phone : 478-825-6202 Email : Elliss@fvsu.edu Fax : 1-478-825-6471 Shirley Ellis	N	0
5	GA College & St Univ Campus Box 87 Univ Career Center, Lanier Hall, #232 Milledgeville, Georgia 31061 Phone : 478-445-5384 Email : Mary.Roberts@gcsu.edu Mary Roberts	N	0
6	Georgia Association of Broadcasters 8010 Roswell Road Atlanta, Georgia 30350 Phone : 770-395-7200 Email : LStory@gab.org Fax : 1-770-395-7200 Luke Story	N	0

**WCOH(AM), WIBB-FM, WIHB(AM), WIHB-FM, WMGP(FM), WPLA(AM),
WQBZ(FM), WRBV(FM), WVCC(AM)**

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
7	Griffin Technical College 501 Varsity Rd Griffin, Georgia 30223 Phone : 770-228-7348 Url : www.sctech.edu Email : Careerservices@griffintech.edu . .	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 7501 Capital of Texas Hwy 501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	2
11	Internal Posting . Macon, Georgia 31216 Phone : 478-781-1063 Melissa Stinebaugh Manual Posting	N	0
12	LaGrange College 601 Broad St. Lagrange, Georgia 30240 Phone : 706-880-8997 Url : www.lagrange.edu Email : CareerCenter@lagrange.edu	N	0

**WCOH(AM), WIBB-FM, WIHB(AM), WIHB-FM, WMGP(FM), WPLA(AM),
WQBZ(FM), WRBV(FM), WVCC(AM)**

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
13	<p>Mercer Univ 1400 Coleman Ave Macon, Georgia 31207 Phone : 478-301-2700 Email : bearlink@mercer.edu Matthew Underwood</p>	N	0
14	<p>Middle GA College 1100 Second St Cochran, Georgia 31014 Phone : 478-301-2700 Email : Melinda.Moffett@mga.edu Dr Melinda Moffett</p>	N	0
15	<p>NAACP-Macon 290 Rogers Ave. Macon, Georgia 31208 Phone : 478-745-9944 Thelma Dillard Manual Posting</p>	N	0
16	<p>National Black Prgrammers Coalition . Macon, Georgia 31210 Phone : 866-206-9069 x5511 Url : www.nbpcinc.com Email : RadioLady@bellsouth.net M .George</p>	N	0
17	Not Available	N	1
18	<p>Station Website Posting (one or more SEU stations) 7080 Industrial Hwy Macon, Georgia 31216 Phone : 478-781-1063 Melissa Stinebaugh Manual Posting</p>	N	0
19	<p>Wesleyan College 4760 Forsyth Rd Macon, Georgia 31210 Phone : 478-757-5224 Email : sschanck@wesleyancollege.edu Sarah Schanck</p>	N	0

**WCOH(AM), WIBB-FM, WIHB(AM), WIHB-FM, WMGP(FM), WPLA(AM),
WQBZ(FM), WRBV(FM), WVCC(AM)**

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	6/1/2016	Establishment of training programs for station personnel	A part time Administrative Assistant underwent training traffic and continuity functions. Training was provided by the traffic manager and Director of Traffic & Continuity. She was trained in log editing, pool clearance, and various duties related to continuity and National traffic instruction input during June 2016.	2	
2	6/2/2016	Participation in events or programs sponsored by educational institutions	On May 19, 2016, our SEU Market Manager made a presentation at a conference held at the University of Georgia hosted by the Georgia Association of Broadcasters Radio Talent Institute. The speech focused on the sales aspect of the radio business.	1	
3	6/15/2016	Participation in other activities designed by the station employment unit	Fort Valley State University Fine Arts & Media Experience (FAME) Camp Eleven Students in grades 7-12 and including 2 FVS College students in the Fort Valley State University Fine Arts & Media Experience (FAME) Camp, Radio/Television section, were provided a tour of the station by two On Air Talents. They discussed careers in radio in all aspects of the operations as well as being a radio personality and DJ. The Hosts showed them how commercials and other broadcast material such as breaks and promos are produced.	2	
4	10/3/2016	Participation in other activities designed by the station employment unit	Five members of the Fort Valley State University campus radio station's student staff visited the IHeart Macon studios on October 3 and October 4. The students are studying Mass Communications at the University. During the tour of the facilities, presentations were provided by 2 On Air Personalities who discussed the job of the on air personality as well as by the Market President who talked to the students about careers in the industry.	3	

**WCOH(AM), WIBB-FM, WIHB(AM), WIHB-FM, WMGP(FM), WPLA(AM),
WQBZ(FM), WRBV(FM), WVCC(AM)**

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
5	11/29/2016	Participation in other activities designed by the station employment unit	<p>The Mentors Project of Bibb County</p> <p>The Market President of the Macon/Newnan/LaGrange stations hosted a tour of the radio stations for High School students in the Mentors Project of Bibb County which consisted of a brief station overview, an explanation of the stations as a business, the various departments, Sales, Programming, Engineering and IT. The tour included a visit with an announcer in-studio which allowed the group to see and hear an announcer at work. It included a discussion of studio production, including a music business overview. Presentations were made by the Operations Manager as well. The tour ended with a Q & A session</p>	3	See Description