

WBHP, WDRM, WHOS, WQRV, WTAK-FM
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Support	1-6, 8-11, 13-16	9
Program Director	2, 4-8, 10-13	12

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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	ALABAMA A&M UNIVERSITY PO BOX 997 NORMAL, Alabama CAROLYN LEWIS	N	0
2	ALABAMA STATE UNIVERSITY OFFICE OF COMMUNICATIONS PO BOX 271 MONTGOMERY, Alabama 36101 JOHN KNIGHT Manual Posting	N	0
3	Career Fair	N	1
4	COLUMBIA COLLEGE 600 SOUTH MICHIGAN AVE CHICAGO, Illinois 60605 MATTHEW GREEN Manual Posting	N	0
5	COMMUNITY ACTION AGENCY 207 COMMERCE CIR SW DECATUR, Alabama 35601 BARBARA CARPENTER Manual Posting	N	0
6	FISK UNIVERSITY 1000 17TH AVE NORTH CAREER PLANNING / BOX 4 NASHVILLE, Tennessee 37208 YOLANDA LEWIS Manual Posting	N	0
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	0
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	1
9	Indeed.com	N	2

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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
10	JC CALHOUN COMMUNITY COLLEGE HUMAN RESOURCES PO BOX 2216 DECATUR, Alabama 35609 DONNA PRESNELL Manual Posting	N	0
11	OAKWOOD COLLEGE CAREER SERVICES 7000 ADVENTIST BLVD HUNTSVILLE, Alabama 35896 CYNTHIA DOUGLAS Manual Posting	N	0
12	Other Source	N	1
13	SPEAKIN' OUT NEWS RECRUITMENT ADVERTISING PO BOX 2826 HUNTSVILLE, Alabama 35804 JEMEANA SMOTHERS Manual Posting	N	0
14	TALLEDEGA COLLEGE 627 WEST BATTLE ST TALLEDEGA, Alabama 35160 DONALD BAYLOR	N	0
15	TUSKEGEE INSTITUTE CARNEGIE HALL 3RD FLOOR TUSKEGEE, Alabama 36088 JAMES HARRIS	N	0
16	UNIVERSITY OF ALABAMA THE JOB CENTER PO BOX 870293 TUSCALOOSA, Alabama 35487 LINNIA CLINE	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/28/2016	Participation in Job Fairs	University of Alabama in Huntsville Career Fair	1	SVP Programming
2	2/4/2016	Participation in Job Fairs	Alabama A&M University Spring Career Fair	1	SVP Programming
3	2/24/2016	Participation in other activities designed by the station employment unit	Hosted students from Bob Jones High School.	2	On air host On air host
4	3/2/2016	Participation in other activities designed by the station employment unit	Job Shadow - Four students from the University of Alabama in Huntsville attended a Job Shadowing Day at the station.	8	On-air personality On-air personality Engineer Creative Services
5	3/14/2016	Participation in other activities designed by the station employment unit	Station tour and discussion of employment opportunities within the radio broadcasting industry.	5	On-air personality On-air personality Music Director Production Director
6	9/22/2016	Participation in Job Fairs	Alabama A&M Fall Career Fair	1	SVP Programming
7	10/26/2016	Participation in other activities designed by the station employment unit	Hosted students from Geraldine High School Video Production Class. Students toured the radio facilities and met with employees from sales, programming, and production. Employees explained how their roles contributed to the overall radio station operation and how their educational foundations led to their success in radio.	7	Market President VP of Programming Morning Show Host Production Manager