

**WDXB, WERC, WERC-FM, WMJJ, WQEN, WAAX, WGMZ****EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016<sup>1</sup>****I. VACANCY LIST**

See Section II, the "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>
Traffic Manager	1-3, 5-6, 8, 10, 12, 15	15
Traffic Manager	1-3, 5-6, 8, 10, 12, 15	6
Account Executive	4-6, 15	15
Account Executive	4-6, 14	14
Account Executive	2-3, 5-6, 8, 10-12, 15	15
Digital Content Director	2-3, 5-6, 8, 10, 12-13	6
Account Executive	2-3, 5-6, 8-12, 15	15
Account Executive	4-7, 11	7

<sup>1</sup>This Report was modified in May 2017 to address reporting issues.

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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	ABA Job Bank 2180 Parkway Lake Drive Birmingham, Alabama 35244 Phone : 205.979.1690 Url : www.al-ba.com Sharon Tinsley Manual Posting	N	1
2	Alabama Joblink 649 Monroe Street, Room 2804 Montgomery, Alabama 36131 Phone : 334-242-0029 Email : joblink@joblink.alabama.gov Fax : 1-334-242-0029 Alabama Joblink Customer Support	N	0
3	Birmingham Southern College 900 Arkadelphia Road Birmingham, Alabama 35254 Phone : 205.226.4719 Email : mlebeau@bsc.edu Michael Lebeau	N	0
4	DirectEmployers Association ( <i>assoc. distributing job notices to state workforce agencies &amp; diversity oriented job boards</i> ) 9002 N. Purdue Road, Ste 100 Indianapolis, Indiana 46268 Phone : 317-874-9055 AJ Selvey Manual Posting	N	0
5	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
6	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	3
7	Indeed.com ( <i>not directly contacted by SEU</i> )	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Lawson State Community College 1100 9th Avenue SW Bessemer, Alabama 35022 Phone : 205.929.3514 Email : dwaluyn@lawsonstate.edu Dorian Waluyn	N	0
9	Linked In <i>(not directly contacted by SEU)</i>	N	1
10	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205.929.1404 Email : gbrown_wade@miles.edu Glenda Brown-Wade	N	0
11	Station On-Air Announcements (1 or more SEU stations) 600 Beacon Parkway West Birmingham, Alabama 35209 Phone : 205-439-8442 Cyndi Lees Manual Posting	N	0
12	Stillman College P.O. Box 1430 Tuscaloosa, Alabama 35403 Phone : 205.366.8894 Email : jcurrie@stillman.edu Jacqueline Curry	N	0
13	UAB 1401 University Blvd 333 Heritage Hall Birmingham, Alabama 35233 Phone : 205-975-5363 Email : alloydfranks@uab.edu Anna Franks	N	1
14	Walk-In / Self Referral 600 Beacon Parkway West Birmingham, Alabama Windy Hobbs Manual Posting	N	1
15	Word of Mouth 600 Beacon Parkway West Birmingham, Alabama Phone : 205-439-8132 Windy Hobbs Manual Posting	N	5

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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 Reporting Period</b>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>13</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/14/2016	Participation in events or programs sponsored by educational institutions	On April 14, 2016, WERC Program Director gave a student from Clay Chalkville High School a tour of station facilities and student was shown the ins and outs of production department, while recording a PSA for the ASF Foundation (a non-profit organization that serves as a statewide mentor organization for teaching our youth the importance of academics, athletics, healthy lifestyles and good citizenship). Due to the work on this project, student received a scholarship.	1	Program Director
2	11/18/2016	Participation in events or programs sponsored by educational institutions	On November 28, 2016, Account Executive presented a 2-hour presentation/interactive session to Locust Fork Elementary 6th Graders during their Career Day discussing topics of iHeart Radio, daily tasks of a radio Account Executive, goal setting and making written plans for your future.	1	Account Executive