

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

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 |
|-------------------|--|-------------------------------|
| Account Executive | 2, 5-12, 16-20 | 7 |
| Account Executive | 2, 5-12, 16-20 | 7 |
| Account Executive | 1, 5-7, 9-11, 13-14, 19-20 | 7 |
| Account Executive | 1, 3-7, 9-11, 13, 15-16, 19-20 | 15 |

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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 | AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 301-457-6616 Email : JDenver@allaccess.com Joel Denver | N | 0 |
| 2 | Career Fair | N | 1 |
| 3 | Columbus Ledger-Enquirer 17 West 12th Street Columbus, Georgia 31901 Phone : 706-571-8551 Url : http://www.ledger-enquirer.com Email : gloriat@ledger-enquirer.com Gloria Thomas | N | 0 |
| 4 | Columbus StateUniversity 4225 University Avenue Columbus, Georgia Phone : 706-507-8764 Email : KMP@columbusstate.edu Kirsten Pratt | N | 0 |
| 5 | Columbus Tech 928 Manchester Expressway Columbus, Georgia 31904 Url : http://www.columbustech.edu Email : prosenberg@columbustech.edu Pat Rosenburg | Y | 0 |
| 6 | CVCC 2602 College Drive Phenix City, Alabama 36869 Phone : 334-291-4900 Url : http://www.cv.edu Email : Debbie.Boone@cv.edu Debbie Boone | N | 0 |
| 7 | Employee Referral | N | 5 |
| 8 | GreatColumbusJobs.com Georgia Url : http://www.greatcolumbusjobs.com Email : melanie@GreatColumbusJobs.com Career Services | N | 0 |

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|------------------|---|--|---|
| 9 | 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 |
| 10 | 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 |
| 11 | Indeed.com 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting | N | 4 |
| 12 | Integra Business Alternatives 233 12th Street Columbus, Georgia 31901 Phone : 706-221-6916 Email : KelliAlbin@IntegraBA.com Kelli Albin | N | 0 |
| 13 | Internal Posting 1501 13th Avenue Columbus, Georgia 31901 Phone : 706-257-6731 Terri Avery Manual Posting | N | 0 |
| 14 | Job posting on internet | N | 1 |
| 15 | Linked In | N | 1 |
| 16 | Native American Public Communications Post Office Box 83111 Lincoln, Nebraska 68501 Url : http://www.unl.edu Email : native@unl.edu Career Services | N | 0 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|---|--|---|
| 17 | Society of Professional Journalists 3909 N. Meridian St Indianapolis, Indiana 46208 Url : http://www.spj.org Email : spj@spj.org Career Services | N | 0 |
| 18 | South Asian Journalist Assn 2950 Broadway New York, New York 10027 Url : http://www.columbua.edu Email : saja@columbia.edu Career Services | N | 0 |
| 19 | Urban League of Greater Columbus 802 1st Avenue Columbus, Georgia 31902-2707 Phone : 706-322-6840 Url : http://www.columbusurbanleague.org Email : ceo@urbanleaguec.org Susan Cooper | N | 0 |
| 20 | US Army Employment Readiness Program Building 2624, Soldiers Plaza Fort Benning, Georgia 31905 Url : http://www.us.army.mil Email : mark.mills4@us.army.mil Career Services | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 12 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|--|-------------------------------------|--------------------------|
| 1 | 12/22/2015 | Participation in events sponsored by community groups | A tour of the stations for Tillis Recreation Center kids ages | 1 | Operations Manager |
| 2 | 3/9/2016 | Participation in Job Fairs | Columbus State University Job Fair The SEU Operations Manager, Director of Sales, and Program Director/Production Manager attended the CSU Center for Career Development 2016 Career Fair held at CSU. They discussed radio careers and opportunities at the IHeart Media Stations with job seekers. They distributed copies of current job postings and encouraged attendees to apply. | 3 | See Description |
| 3 | 7/21/2016 | Participation in events sponsored by community groups | Bold Moves The SEU Market President and Operations Manager appeared as guest speakers/panelists at an event called Bold Moves, founded by AFLAC. They partnered with Girls Inc, and 20-25 girls participated. The big focus was women in leadership, as well as the radio business and career opportunities. They discussed the biggest challenges in their careers, how the participation of women in workforce changed over the years, and the biggest hurdles for the last generation. | 2 | See Description |
| 4 | 11/16/2016 | Participation in other activities designed by the station employment unit | 11-16-16 Central High School The SEU Market President and Operations Manager hosted a tour of the Columbus facilities for group of students from Central High School Broadcasting class. They discussed job opportunities for broadcasting, on air talent-business office-sales-engineering-IT. | 2 | See Description |

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|---|-------------|---|---|-------------------------------------|--------------------------|
| 5 | 11/16/2016 | Participation in other activities designed by the station employment unit | Central High School Due to the interest expressed in the IHeartMedia facilities tour, a second was added for the Marketing Department. The SEU Market President and Operations Manager hosted a tour of the Columbus facilities for group of students from the Central High School Marketing class. They discussed job opportunities for broadcasting, on air talent-business office-sales-engineering-IT. | 2 | See Description |