

WHLW, WWMG, WZHT
EEO PUBLIC FILE REPORT
December 1, 2015 - November 28, 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
Announcer	3-7, 10-14, 16, 18, 20-22	5
Traffic/Continuity Manager	3-7, 9-14, 16, 18, 20-22	5
Outside Account Executive	1-2, 4, 6-8, 10-12, 14-19, 21	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	ABA Alabama Broadcasters Association 1316 Alford Avenue Suite 201 Birmingham, Alabama 35226 Phone : 205-982-5001/800-211-5189 Email : cmcgee@al-ba.com Fax : 1-205-982-0015 Cindy McGee	N	0
2	Alabama A&M University P.O. Box 997 Normal, Alabama 35762 Phone : 334-372-8184 Fax : 1-256-372-5881 Brenda Crutcher	N	0
3	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 334-229-4140 Email : etucker@asunet.alasu.edu Fax : 1-334-229-4985 Ella Tucker	N	0
4	Alabama State University 915 South Jackson Street Montgomery, Alabama 36101 Phone : (334) 229-4140 Email : etucker@alasu.edu Ella Tucker	N	0
5	Employee Referral	N	2
6	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
7	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
8	Indeed.com	N	1

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9	Internal Candidate	N	1
10	Lakeland College 5001 Lake Land Blvd. Mattoon Mattoon, Alabama 61938 Phone : 217-234-5271 Email : kbeno@lakeland.cc.il.us Fax : 217-234-5506 Ken Beno	N	0
11	Lakeland College PO Box 359 Sheboygan Sheboygan, Alabama Phone : 920-565-1255 Email : lindsaylm@lakeland.edu Lisa Lindsay	N	0
12	Miles College 5500 Myron Massey Blvd. Fairfield, Alabama 35064 Phone : (205) 929-1000 Email : gbrown_wade@miles.edu Fax : 1-205-929-1453 Dr. Glenda Brown-Wade	N	0
13	National Association of Religious Broadcasters 9510 Technology Drive Manassas Manassas, Alabama 20110 Phone : 703-330-7000 Url : www.nrb.org Email : info@nrb.org Fax : 703-330-7100 Placement Office	N	0
14	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
15	Other Source	N	1
16	State of Alabama Employment Services 1060 E. South Blvd Montgomery, Alabama 36116 Phone : (334) 286-1746 Email : carole.dean@dir.alabama.gov Fax : 1-334-288-7286 Carole Dean	N	0
17	Station Website	N	1

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18	Steven P.J. Wood Building 1101 North Highland St Arlington, Alabama 22201 Phone : 703-247-2000 Fax : 703-247-2001 Jim Cromwell	N	0
19	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-366-8894 Email : jcurrie@stillman.edu Fax : 1-205-366-8824 Jacqueline Currie	N	0
20	Troy State 2605 University Place Department of Business Phenix City, Alabama 36869 Phone : 334-448-5113 Fax : 1-334-448-5205 Kenny Marcum	N	0
21	Troy University 231 Montgomery Street Montgomery, Alabama 36103 Phone : (334) 241-9763 Email : jypatrick@troy.edu Fax : 1-334-241-5470 Janice Patrick	N	0
22	Tuskegee University 101 Kresge Center Tuskegee, Alabama 36088 Phone : (334) 727-8428 Fax : 1-334-724-4319 Pat Scott	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	3/2/2016	Participation in events or programs sponsored by educational institutions	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 9th – 12th about career opportunities in the radio industry and the engineering basics of broadcasting.	3	SVP Production Director/.On-air Asst. Prod Director/On-air
2	4/18/2016	Participation in Job Fairs	On April 18, 2016, our SEU participated in the 2nd 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.	1	Business Manager
3	4/19/2016	Participation in events or programs sponsored by educational institutions	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.	1	Promotions Director
4	6/24/2016	Participation in events or programs sponsored by educational institutions	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.	4	Business Manager Promotions Director Prod Dir/On-Air Asst Prod Dir/On-Air
5	6/28/2016	Hosting of 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.	2	Market President Business Manager

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6	8/20/2016	Provision of training to management	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.	1	Business Manager
7	8/24/2016	Participation in events or programs sponsored by educational institutions	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.	2	Promotions Director Asst Prod Dir/On-Air
8	8/25/2016	Participation in events or programs sponsored by educational institutions	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.	2	Promotions Director Asst Prod Dir/On-Air
9	9/7/2016	Participation in events or programs sponsored by educational institutions	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.	2	Promotions Director Asst Prod Dir/On-Air
10	9/16/2016	Participation in events or programs sponsored by educational institutions	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.	2	Promotions Director Asst Prod Dir/On-Air

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11	9/21/2016	Participation in events or programs sponsored by educational institutions	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.	2	Promotions Director Asst Prod Dir/On-Air
12	9/28/2016	Participation in events or programs sponsored by educational institutions	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.	2	Promotions Director Asst Prod Dir/On-Air