

WHLW, WWMG, WZHT
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

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 Account Executive | 1-5, 8-13, 15-21 | 21 |
| National/Local Sales Assistant | 1, 3-7, 10, 15, 18-19 | 5 |
| Outside Account Executive | 3-6, 14-15, 18 | 14 |

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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 P.O. Box 997 Normal, Alabama 35762 Phone : 334-372-8184 Fax : 1-256-372-5881 Brenda Crutcher | N | 0 |
| 2 | 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 |
| 3 | Alabama State University 915 South Jackson Street Montgomery, Alabama 36101 Phone : (334) 229-4140 Email : etucker@alasu.edu Ella Tucker | N | 0 |
| 4 | 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 |
| 5 | 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 |
| 6 | Indeed.com | N | 2 |
| 7 | Job Fair | N | 1 |
| 8 | 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 |

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|-----------|--|---|--|
| 9 | Lakeland College PO Box 359 Sheboygan Sheboygan, Alabama Phone : 920-565-1255 Email : lindsaylm@lakeland.edu Lisa Lindsay | N | 0 |
| 10 | 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 |
| 11 | 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 |
| 12 | News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department | N | 0 |
| 13 | Radio Online Alabama Phone : (806) 352-7503 Url : www.jobs.radio-online.com Fax : (806) 352-3677 Director of Placement | N | 0 |
| 14 | Self Referral | N | 1 |
| 15 | 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 |

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|--|---|---|--|
| 16 | Steven P.J. Wood Building 1101 North Highland St Arlington, Alabama 22201 Phone : 703-247-2000 Fax : 703-247-2001 Jim Cromwell | N | 0 |
| 17 | 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 |
| 18 | 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 |
| 19 | Tuskegee University 101 Kresge Center Tuskegee, Alabama 36088 Phone : (334) 727-8428 Fax : 1-334-724-4319 Pat Scott | N | 0 |
| 20 | Walk In/Self-Referral | N | 1 |
| 21 | Word of Mouth Referral | N | 1 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 9 |

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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 | 4/14/2017 | Participation in Job Fairs | On April 14, 2017, our SEU participated in the 3rd Annual National Library Week Job Fair. | 1 | Business Manager |
| 2 | 6/21/2017 | Participation in events or programs sponsored by educational institutions | On June 21, 2017, our SEU hosted 12 high school students from the YMCA Youth Enrichment after school program for an information session and station tour. SEU participants included two onair 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. | 6 | Business Manager Program Director On-air Personality Engineer |
| 3 | 10/13/2017 | Participation in events or programs sponsored by educational institutions | On October 13, 2017, our SEU hosted 14 high school students from St. James High School for an information session and station tour. SEU participants included Market President, SVP of Programming, Production Manager, Engineer, and our Business Manager, who spoke to the attendees about how the radio industry works, course studies, and education avenues to be in broadcast. | 5 | Market President SVP of Programming Chief Engineer Business Manager |
| 4 | 10/13/2017 | Participation in Job Fairs | On October 13, 2017, our SEU participated in a Fall Job Fair at Morgan Memorial Library. SEU participants included our Market President who spoke to 388+ high school and college students about career opportunities in the radio industry and the basics of broadcasting. | 1 | Market President |