

WBGA, WGIG, WHFX, WQGA, WYNR
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017¹

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	1-3, 5-7, 9	3
Account Executive - Outside Sales	1-2, 5-9	8
Senior Vice President of Sales	1-2, 4-7, 9	4

¹ This Report was modified in August 2018 to address reporting issues.

WBGA, WGIG, WHFX, WQGA, WYNR

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
2	College of Coastal Ga. 1 College Dr. Brunswick, Georgia 31520 Phone : 912-279-5717 Email : bweese@ccga.edu Fax : 1-912-261-3935 Brian Weese	N	0
3	Current Employee - Transfer/Promotion	N	1
4	Employee Referral	N	1
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	4
7	Indeed (not directly contacted by SEU) 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	0
8	Indeed.com (not directly contacted by SEU)	N	1

WBGA, WGIG, WHFX, WQGA, WYNR**EEO PUBLIC FILE REPORT**

December 1, 2016 - November 30, 2017

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
9	Internal Posting 3833 US Hwy 82, Brunswick, GA 31523 Brunswick, Georgia 31523 Phone : 912.267.1025 Michelle Harrison Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

WBGA, WGIG, WHFX, WQGA, WYNR**EEO PUBLIC FILE REPORT****December 1, 2016 - November 30, 2017****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2017	Establishment of a mentoring program	During the reporting period, our SEU's General Sales Manager mentored one of our part-time board operators to enhance his career potential in the broadcast industry. The program included training on the skills necessary to succeed in our sales department. As a result of the mentorship program, the employee was promoted to a full time sales position.	1	General Sales Manager
2	2/18/2017	Participation in Job Fairs	On February 18, 2017, our SEU participated in the College of Coastal Georgia Third Thursday job fair. At the fair, our SEU spoke with attendees about career opportunities in broadcasting. Station participants included our General Sales Manager and Account Executive.	2	General Sales Manager Account Executive
3	3/16/2017	Participation in Job Fairs	On March 16, 2017, our SEU participated in the College of Coastal Georgia Third Thursday job fair. At the fair, our SEU spoke with attendees about career opportunities in broadcasting. Station participants included our General Sales Manager and Account Executive.	2	General Sales Manager Account Executive
4	4/20/2017	Participation in Job Fairs	On April 20, 2017, our SEU participated in the College of Coastal Georgia Third Thursday job fair. At the fair, our SEU spoke with attendees about career opportunities in broadcasting. Station participants included our General Sales Manager and Account Executive.	2	General Sales Manager Account Executive
5	5/17/2017	Participation in events or programs sponsored by educational institutions	On May 17, 2017, our SEU hosted a group of students from Brunswick High School for a station tour. During the tour, students were able to ask careers in broadcasting and learned about the skills needed to succeed in the industry. Station participants included our Operations Manager and On-Air Personality.	2	Operations Manager On Air Personality

WBGA, WGIG, WHFX, WQGA, WYNR**EEO PUBLIC FILE REPORT****December 1, 2016 - November 30, 2017****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	6/2/2017	Participation in events or programs sponsored by educational institutions	On June 2, 2017, our SEU hosted a group of students from the Penguin Project, an organization for students with disabilities, for a station tour. During the tour, students were able to ask careers in broadcasting and learned about the skills needed to succeed in the industry. Station participants included our Operations Manager and On-Air Personality.	2	Operations Manager On-Air Personality