

WCJM-FM, WKKR, WMXA, WPCH, WTLM, WZMG**EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018****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	3-14, 16-18	12
Account Executive	3-14, 16-18	9
On Air Talent	1-5, 7-8, 10, 12-18	12

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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 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
2	AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Career Services	N	1
3	Auburn Opelika Times/Media General 605 2nd Avenue Opelika, Alabama 36801 Phone : 334-737-2524 Url : http://www.oanow.com Email : sstriblin@oanow.com Fax : 1-334-749-1228 Sherry Striblin	N	0
4	Columbus Times 2230 Buena Vista Road Columbus, Georgia 31906 Url : http://www.knology.net Email : columbus-times@knology.net Career Services	N	0
5	Dothan Eagle 227 N. Oates St. Dothan, Alabama 36303 Phone : 800-779-2557 Url : http://www.dothaneagle.com Email : Lferguson@dothaneagle.com Linda Ferguson	N	0
6	Employee Referral	N	2
7	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

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8	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
9	Indeed.com	N	6
10	Job Fair Georgia n/a n/a Manual Posting	N	0
11	Job posting on internet	N	1
12	Linked In	N	3
13	Montgomery Advertiser 425 Molton St. Montgomery, Alabama 36104 Phone : 334-261-1514 Url : http://www.gannett.com Email : bojackson@gannett.com Fax : 1-334-261-1502 Brenda Jackson	N	0
14	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
15	Radio Online Alabama Phone : (806) 352-7503 Url : www.jobs.radio-online.com Fax : (806) 352-3677 Director of Placement	N	0
16	Society of Professional Journalists 3909 N. Meridian St Indianapolis, Indiana 46208 Url : http://www.spj.org Email : spj@spj.org 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	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
18	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			13

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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	2/23/2018	Participation in events sponsored by community groups	On February 23, 2018 our SEU hosted an Opelika High School Student to tour station and allowed him to shadow our operations and ask questions about a possible broadcast career. Our Market President and On-Air Personality were in attendance to answer questions and conduct the tour.	2	Market President Production Director/On-Air
2	8/24/2018	Participation in events or programs sponsored by educational institutions	On August 24, 2018 Our SEU allowed one high school student of the Panther News Network at Smiths Station High School to get real life hands on training during our weekly football broadcasts. Members got to interview the halftime guest each week, and that interview was aired during the games each week on Mix 96.7. They got feedback and direction from SVPP. They also had the chance to shadow the broadcasts on Friday night.	2	SVPP Program Director
3	8/25/2018	Participation in events sponsored by community groups	On August 25, 2018, our Morning show host on WZMG hosted 10 are students from with the Lee County Youth Development Center for an information session and station tour. The participants included two on-air personalities, our SVPP Programming, and our PD on WMXA, who spoke to the attendees about how the radio industry works and assisted the students in the production of drops for our stations.	4	SVPP On-air/Sales Production Asst Prod Dir/On-Air
4	8/31/2018	Participation in events or programs sponsored by educational institutions	On August 31, 2018 Our SEU allowed one high school student of the Panther News Network at Smiths Station High School to get real life hands on training during our weekly football broadcasts. Members got to interview the halftime guest each week, and that interview was aired during the games each week on Mix 96.7. They got feedback and direction from SVPP. They also had the chance to shadow the broadcasts on Friday night.	2	SVPP Program Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	9/7/2018	Participation in events or programs sponsored by educational institutions	On September 7, 2018 Our SEU allowed one high school student of the Panther News Network at Smiths Station High School to get real life hands on training during our weekly football broadcasts. Members got to interview the halftime guest each week, and that interview was aired during the games each week on Mix 96.7. They got feedback and direction from SVPP. They also had the chance to shadow the broadcasts on Friday night.	2	SVPP Program Director
6	9/13/2018	Participation in events or programs sponsored by educational institutions	On September 13, 2018, our SEU participated in the Career Expo hosted by Southern Union State Community College. Over 4,000 8th graders from 13 counties came to experience hands-on activities with regional businesses. On-Air Personality , WMXA Program Director, and SVPP, all showed 8th graders radio equipment, ask questions about a career in radio, and gave them the chance to hear themselves as if they were on air.	3	SVPP Program Director On-air Personality
7	9/22/2018	Participation in events or programs sponsored by educational institutions	On September 22, 2018 Our SEU allowed one high school student of the Panther News Network at Smiths Station High School to get real life hands on training during our weekly football broadcasts. Members got to interview the halftime guest each week, and that interview was aired during the games each week on Mix 96.7. They got feedback and direction from SVPP. They also had the chance to shadow the broadcasts on Friday night.	2	SVPP Program Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	10/5/2018	Participation in events or programs sponsored by educational institutions	On October 5, 2018 Our SEU allowed one high school student of the Panther News Network at Smiths Station High School to get real life hands on training during our weekly football broadcasts. Members got to interview the halftime guest each week, and that interview was aired during the games each week on Mix 96.7. They got feedback and direction from SVPP. They also had the chance to shadow the broadcasts on Friday night.	2	SVPP Program Director
9	10/12/2018	Participation in events or programs sponsored by educational institutions	On October 12, 2018 Our SEU allowed one high school student of the Panther News Network at Smiths Station High School to get real life hands on training during our weekly football broadcasts. Members got to interview the halftime guest each week, and that interview was aired during the games each week on Mix 96.7. They got feedback and direction from SVPP. They also had the chance to shadow the broadcasts on Friday night.	2	SVPP Program Director
10	10/26/2018	Participation in events or programs sponsored by educational institutions	On October 26, 2018 Our SEU allowed one high school student of the Panther News Network at Smiths Station High School to get real life hands on training during our weekly football broadcasts. Members got to interview the halftime guest each week, and that interview was aired during the games each week on Mix 96.7. They got feedback and direction from SVPP. They also had the chance to shadow the broadcasts on Friday night.	2	SVPP Program Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	11/2/2018	Participation in events or programs sponsored by educational institutions	On November 2, 2018 Our SEU allowed one high school student of the Panther News Network at Smiths Station High School to get real life hands on training during our weekly football broadcasts. Members got to interview the halftime guest each week, and that interview was aired during the games each week on Mix 96.7. They got feedback and direction from SVPP. They also had the chance to shadow the broadcasts on Friday night.	2	SVPP Program Director