

**WAGH, WDAK, WGSY, WHTY, WSTH-FM, WVRK**  
**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

| <b>Job Title</b>               | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--------------------------------|--|-------------------------------|
| Account Executive              | 1-3, 5-14  | 6                             |
| Sales Assistant & Receptionist | 2-5, 8-12, 14-15   | 11                            |
| Vice President Programming     | 2-6, 9-15  | 9                             |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| RS Number | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 1         | Agency Referral   | N   | 1  |
| 2         | AllAccess.com<br>28955 Pacific Coast Highway Suite 210<br>Malibu, California 90265<br>Phone : 301-457-6616<br>Email : JDenver@allaccess.com<br>Joel Denver                            | N   | 0  |
| 3         | Columbus StateUniversity<br>4225 University Avenue<br>Columbus, Georgia<br>Phone : 706-507-8764<br>Email : LAB@ColumbusState.edu<br>Luz Bernal  | N   | 0  |
| 4         | Current Employee  | N   | 4  |
| 5         | CVCC<br>2602 College Drive<br>Phenix City, Alabama 36869<br>Phone : 334-291-4900<br>Url : http://www.cv.edu<br>Email : Debbie.Boone@cv.edu<br>Debbie Boone                            | N   | 0  |
| 6         | Employee Referral   | N   | 2  |
| 7         | Former Employee   | N   | 1  |
| 8         | GA Dept of Labor<br>700 Veterans Parkway<br>Columbus, Georgia 31901-2933<br>Phone : 706-649-7423<br>Email : John.Irvine@gdol.ga.gov<br>John Irvine                                    | N   | 0  |
| 9         | iHeartMedia.jobs<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : http://www.iheartmedia.jobs<br>Talent Acquisition Coordinator<br>Manual Posting | N   | 2  |

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|--|---|---|--|
| 10   | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting   | N   | 0  |
| 11   | Indeed.com<br>7501 Capital of Texas Hwy<br>Austin, Texas 78731<br>Phone : 800-462-5842<br>Online Source<br>Manual Posting   | N   | 5  |
| 12   | Internal Posting<br>1501 13th Avenue<br>Columbus, Georgia 31901<br>Phone : 706-257-6731<br>Terri Avery<br>Manual Posting  | N   | 1  |
| 13   | Urban League of Greater Columbus<br>802 1st Avenue<br>Columbus, Georgia 31902-2707<br>Phone : 706-322-6840<br>Url : <a href="http://www.columbusurbanleague.org">http://www.columbusurbanleague.org</a><br>Email : <a href="mailto:ceo@urbanleaguegc.org">ceo@urbanleaguegc.org</a><br>Susan Cooper   | N   | 0  |
| 14   | US Army Employment Readiness Program<br>Building 2624, Soldiers Plaza<br>Fort Benning, Georgia 31905<br>Url : <a href="http://www.us.army.mil">http://www.us.army.mil</a><br>Email : <a href="mailto:mark.mills4@us.army.mil">mark.mills4@us.army.mil</a><br>Career Services  | N   | 0  |
| 15   | <a href="http://www.mediagignow.com">www.mediagignow.com</a><br>717 Green Valley Road Suite 200<br>Greensboro, North Carolina 27408<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a><br>MediaGigNow.com | N   | 0  |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |   | <b>16</b>  |

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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 | 5/9/2018 | Provision of training to personnel of unaffiliated non-profit organizations | Charles Thompson, SVP- Sales, lectured and Instructed the GAB Talent Institute Scholarship Winners for 2018 about how to execute a polished proposal with strategic components. This also gave him the opportunity to discuss how their resumes and interviews were nothing more than a proposal of themselves to get recruiters or hiring managers to active their resumes. This gave the students a relatable example of how and why proposals are invaluable in the world of Broadcasting. It affords them the time to showcase themselves, their abilities and the deliverables of how that works for the client. They reviewed the components of great proposals and the purposes, while keeping the message clear & concise for the reviewer, while quickly analyze problems and exploring opportunities.   | 1                            | SVP-Sales         |
| 2 | 5/9/2018 | Provision of training to personnel of unaffiliated non-profit organizations | Charles Thompson, SVP-Sales, spoke at the GAB Radio Talent Institute which was held at University of Georgia. Lectured at the GAB Talent Institute about differences between Features & Benefits, allowing an open discussion with the 19 Scholarship Winners about Feature Statements, the “We” or “Our” and Benefit Statements, the “You” or “Your”. He helped the Students relate between the two and how both Features & Benefits are key components when presenting to clients after a proper needs analysis. They also discussed how to best bridge between the two by connector phrases and reviewed what to include as supporting materials, as well as what not to include when meeting with, or submitting proposals to clients. All of which help the clients understand our industry & our stations better and how we can help grow their Business. | 1                            | SVP-Sales         |