

WDXB, WERC, WERC-FM, WMJJ, WQEN, WAAX, WGMZ**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	1-3, 6-11, 14, 16	16
Account Executive	1-3, 6-7, 9-15, 18	15
Chief Engineer	1-7, 9-11, 14, 16, 18	16
Sales Account Executive	1-4, 6-7, 9-11, 14-18	17

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ABA Job Bank 2180 Parkway Lake Drive Birmingham, Alabama 35244 Phone : 205.979.1690 Url : www.al-ba.com Email : lrice@al-ba.com Lesa Rice	N	0
2	Alabama Joblink 649 Monroe Street, Room 2804 Montgomery, Alabama 36131 Phone : 334-242-0029 Email : joblink@joblink.alabama.gov Fax : 1-334-242-0029 Alabama Joblink Customer Support	N	0
3	Birmingham Southern College 900 Arkadelphia Road Birmingham, Alabama 35254 Phone : 205.226.4719 Email : mlebeau@bsc.edu Michael Lebeau	N	0
4	DirectEmployers Association 9002 N. Purdue Road, Ste 100 Indianapolis, Indiana 46268 Phone : 317-874-9055 AJ Selvey Manual Posting	N	0
5	Employee Referral	N	1
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 - Not Directly Contacted by SEU	N	1

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9	Lawson State Community College 1100 9th Avenue SW Bessemer, Alabama 35022 Phone : 205.929.3514 Email : dwaluyn@lawsonstate.edu Dorian Waluyn	N	0
10	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205.929.1404 Email : gbrown_wade@miles.edu Glenda Brown-Wade	N	0
11	Samford Career Development Center 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205-726-2578 Url : www.SamfordBulldogs.org Email : heaveret@samford.edu Heather Averett	N	0
12	Station On-Air Announcements (1 or more SEU stations) 600 Beacon Parkway West Birmingham, Alabama 35209 Phone : 205-439-8442 Cyndi Lees Manual Posting	N	0
13	Station Websites (1 or more SEU stations) 600 Beacon Parkway West Birmingham, Alabama 35209 Phone : 205-439-9600 Camille Hantla Manual Posting	N	0
14	Stillman College P.O. Box 1430 Tuscaloosa, Alabama 35403 Phone : 205.366.8894 Email : jcurrie@stillman.edu Jacqueline Curry	N	0
15	Walk-In / Self Referral 600 Beacon Parkway West Birmingham, Alabama Windy Hobbs Manual Posting	N	1

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16	Word of Mouth Referral 600 Beacon Parkway West Birmingham, Alabama Phone : 205-439-8132 Windy Hobbs Manual Posting	N	2
17	Word of Mouth Referral	N	1
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:			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	1/10/2018	Participation in events or programs sponsored by educational institutions	On January 10, 2018, class of 16-20 students (mostly freshman) from Birmingham Southern College toured the station facilities and were given a speech by one of our Program Directors about how to get into radio.	1	Program Director
2	2/14/2018	Participation in events or programs sponsored by educational institutions	On February 14, 2018, one student from University of Alabama Birmingham, as part of the AMA mentoring program, shadowed promotions department and sat in on planning/brainstorming meeting with account executive to see how the creative process works from pitch to execution. Met with GSM to review how AE's use creativity and ideas after the marketing profile is established with a potential client and discussed interviewing, resume development and cover letters.	3	Marketing Director General Sales Manager Account Executive
3	4/4/2018	Participation in events or programs sponsored by educational institutions	On April 4, 2018 a student from Vestavia High School, toured the Birmingham station office and studios learning about everyone's different roles with the company, shadowed an Account Executive and assisted with research on events in the community and shadowed the promotions department helping to put together promotion for families in need after the Jacksonville, AL storms.	3	Account Executive Marketing Director Promotions Coordinator
4	5/8/2018	Participation in events or programs sponsored by educational institutions	On May 8, 2018 junior student from a local college toured the station facilities and met with Program Director on the ins and outs of radio.	1	Program Director

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5	5/11/2018	Participation in events or programs sponsored by educational institutions	On May 11, 2018 News Reporter participated in the first annual career fair at Montevallo Middle School representing WERC-FM. During the half-hour session students were enlightened on what it is like being a reporter for radio, shown a demonstration on how audio is recorded and edited, used recorder to play "reporter on the scene" and were able to interview employee about the news reporter job and what they can do as students to prepare for this type of career.	1	News Reporter
6	7/25/2018	Co Sponsoring Job Fair	On July 25, 2018, iHeartMedia Birmingham partnered with Alatrust Credit Union and hosted a job fair at the iHeartMedia Birmingham offices from 11am-2pm. This job fair was advertised on-air asking for applicants to come by and apply for various open positions for Alatrust and iHeart.	2	VP of Sales Account Executive
7	11/8/2018	Participation in events or programs sponsored by educational institutions	On November 8, 2018, WERC Executive Producer attended the Cullman Area Chamber of Commerce 2018 Career Awareness Fair at Wallace State Community College and ushered 25 students through the fair and discussed with them the opportunities and ins and outs of the radio industry.	1	Executive Producer
8	11/29/2018	Participation in events or programs sponsored by educational institutions	On August 20, 2018, Gadsden Job Corps Center for Advanced Training (a no-cost education and career technical training program administered by the U.S. Dept of Labor) brought 20 students for a tour of the station offices in Gadsden. Students were given a tour of the studios and tech room, were allowed to do some recordings and did a Q&A session.	1	Programming/Producti on