

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF¹
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018²

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, 9-11, 13	7
Account Executive	1-3, 5-13	8
Promotions/On Air Personality	1-13	4
Receptionist	1-3, 5, 7-13	8

¹On July 30, 2008, the actions necessary to consummate the assignment of license for station WEKL(FM), Augusta, GA (Facility ID 72468) from Capstar TX LLC to the Aloha Station Trust, LLC, as Trustee were completed. See FCC File No. BAL-20070619ACD. Pursuant to the underlying trust agreement, WEKL(FM) continues to share employees with the SEU.

²This Report was modified in May 2019 to address reporting issues.

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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	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	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4044 Email : jsepielli@augustatech.edu Joe Sepielli	N	0
3	Augusta University Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706 737 1604 Email : JGoley@Augusta.edu Julie Goley	N	0
4	Current Employee/Internal Promotion	N	1
5	Georgia Association of Broadcasters (GAB) 8010 Roswell Road Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Email : bhoughton@gab.org Bob Houghton	N	0
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	3
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	9
8	Indeed.com - Not Directly Contacted by SEU	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Internal Posting 2743 Perimeter Parkway Bldg 100 Suite 300 Augusta, Georgia 30909 Phone : 706-396-6000 Cynthia Robinson Manual Posting	N	0
10	Paine College 1235 15TH Street Augusta, Georgia 30901 Phone : 706-821-8388 Email : aewing@paine.edu April Ewing	Y	0
11	University of South Carolina Aiken (USCA) 471 University Parkway Aiken, South Carolina 29801 Phone : 803-641-3440 Email : MaryCR@usca.edu Mary Cristian	N	0
12	WAFJ Radio 102 LeCompte Avenue North Augusta, South Carolina 29841 Phone : 803-819-3125 Email : info@wafj.com Steve Swanson	N	0
13	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:			19

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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	2/2/2018	Participation in events or programs sponsored by educational institutions	Students from Richmond County Board of Education will be at the Augusta IHM office for National Job Shadowing day on February 2nd @ 10am-12pm.	5	Market SVP Sales Market SVP Programming Program Director Program Director
2	3/29/2018	Hosting of Job Fair	Thursday, March 29, 2018 Julian Smith Casino Augusta, GA iHeartMedia Augusta hosted its 1st Inaugural Career and Job fair! We solicited local participating employers to help them in meeting with prospective employees by hosting this event. from 12 noon to 4pm. Our SEU organized all logistics of the event, promoted the fair via on-air announcements as well as on the station websites, and also participated as a local employer, interacting with interested attendees regarding careers in broadcasting.	12	Market SVP Sales Market SVP Programming Market President Program Director
3	8/23/2018	Establishment of training programs for station personnel	Our Engineering Manager completed a two-year Market Engineering Manager Development training program led by iHeartMedia's Senior VP of Engineering and other FCC specialists at the company. It is a customized development program that identifies highly motivated individuals who have demonstrated the potential to grow into major market engineering managers. Using both classroom education and field experience, each participant is given an Individual Development Plan with a structured curriculum. The training covered topics including AM/FM antenna system construction, studio relocation projects, AM/FM frequency allocations, FCC inspection and enforcement as well as other subjects such as IT, project management and safety.	1	Engineering Manager

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4	10/25/2018	Hosting of Job Fair	<p>Thursday, October 25, 2018 Julian Smith Casino Augusta, GA</p> <p>iHeartMedia Augusta hosted it's Fall Career and Job fair! We solicited local participating employers to help them in meeting with prospective employees by hosting this event from 12 noon to 4pm. Our SEU organized all logistics of the event, promoted the fair via on-air announcements as well as on the station websites, and also participated as a local employer, interacting with interested attendees regarding careers in broadcasting.</p>	15	Market SVP Sales Market SVP Programming Market President National Sales Assistant
5	10/15/2018	Establishment of training programs for station personnel	<p>Beginning in October 2018, our SEU's Production Director offered training and mentoring to help a Promotions Assistant advance in her career by providing instruction on skills that enhance her ability to qualify for different and higher-level positions within the broadcast industry. The instruction included training on critical production and continuity software for editing and production orders. The employee received hands-on experience and shadowed the Production Director, and continues to fill in for him on an as-needed basis to continue her learning experience.</p>	3	Production & Continuity Manager Operations Manager Promotions Assistant