

WAEV, WL VH, WQBT, WSOK, WTKS, WYKZ**EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018¹****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS L") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-2, 4-6, 8-9, 13-14, 16-19, 21-25	13
Account Executive	1, 3-4, 6-8, 13-16, 18-19, 21-25	3
Account Executive	1, 3-6, 8, 10, 13-25	3
Account Executive	1, 3-6, 8, 10, 13-25	13
Chief Engineer	1-2, 4-8, 11-12, 14, 16, 18, 20-24	11

¹The report provides data collected from December 1, 2017 through November 26, 2018. It was modified in July 2019 to address reporting issues.

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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	AASU 11935 Abercorn St Savannah, Georgia 31419 Phone : 9123443248 Email : careers@armstrong.edu Career Services	Y	0
2	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
3	Employee Referral	N	3
4	Ft. Valley State University 1005 State University Drive Fort Valley, Georgia 31030 Phone : 478-827-3878 Email : hardenl@fvsu.edu Fax : 1-478-825-6115 LaRue Harden Lynette Wallace	N	0
5	GA Assoc of Broadcasters 8046 Roswell Road Suite 100A Atlanta, Georgia 30350 Lauralyn Mustaki Manual Posting	N	0
6	Georgia Southern University PO Box 8104 Statesboro, Georgia 30460-8104 Phone : 912-478-7159 Email : kherman@georgiasouthern.edu Fax : 1-912-478-0325 Kyle Herman	N	0
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 Georgia n/a n/a Manual Posting	N	0
10	Indeed.com	N	4
11	Internal Transfer/Promotion	N	1
12	Joint Institute of Engineering 445 Hoes Lane Piscataway, New Jersey 08854 Phone : 770-645-2944 Cathy Flynn Manual Posting	N	0
13	LinkedIn - Not directly contacted by SEU	N	5
14	NAACP 1204 Martin Luther King Jr Boulevard Savannah, Georgia 31415-6355 Phone : 9122334161 Email : savnaacp1204@yahoo.com Carol Hunt	N	0
15	On-Air Announcements on 1 or more SEU stations Georgia Career Services Manual Posting	N	0
16	RAMP - Radio & Music Pros PO Box 25379 Wayne Mills Place #382 Valencia, California 91355 Email : kevin@omnivisionent.com Kevin Carter	N	0

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17	Savannah HelpWanted.com PO Box 319 Mt. Zion, Illinois 62549 Phone : 845-827-1382 Url : https://regionalhelpwanted.com/savannah-jobs/ Dale Mulder Manual Posting	N	0
18	Savannah State University 3219 College St Savannah, Georgia 31406 Phone : 9123533049 Email : rileys@savannahstate.edu Fax : 1-912-356-2464 Career Services	Y	0
19	Savannah Technical College 5717 White Bluff Rd Savannah, Georgia 31410 Phone : 912-443-5880 Email : sperry@savannahtech.edu Career Services	N	0
20	sbe.org - Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Scott Jones Manual Posting	N	0
21	South Carolina Broadcasters Association One Harbison Way Suite 112 Columbia, South Carolina 29212 Phone : 803-732-1186 Paula SCBA Manual Posting	N	0
22	University of South Carolina-Beaufort 1 University Blvd Bluffton, South Carolina 29909 Phone : 843-208-8263 Email : rhoover@uscb.edu Fax : 1-843-208-8292 Rachel Hoover	Y	0

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23	Urban League 229 Peachtree Street NE Suite 300 Atlanta, Georgia 30303 Phone : 404-659-1150 Email : dmclary@ulgatl.org Deborah McClary Africa Roberson	N	0
24	Valdosta State University 1500 N Patterson St Valdosta, Georgia 31698 Email : dpconway@valdosta.edu Dennis Conway	N	0
25	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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EEO PUBLIC FILE REPORT

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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	2/22/2018	Participation in events or programs sponsored by educational institutions	On February 22nd 2018 a station tour was given to a group of students from Beach High School interested in broadcast careers. The tour was given by one of the on-air staff members. He talked to them about Mass Communications and all the different components of media. The students were introduced to the staff and were shown around the building.	1	OnAir Host
2	3/15/2018	Participation in events or programs sponsored by educational institutions	On March 15th 2018 a station tour was given to a group of students from Johnson High School interested in broadcast careers. The tour was given by one of the on-air staff members. He talked to them about Mass Communications and all the different components of media. The students were introduced to the staff and were shown around the building.	1	OnAir Host
3	5/3/2018	Participation in events or programs sponsored by educational institutions	On May 3rd 2018 a station tour was given to a group of students from Savannah State interested in broadcast careers. The tour was given by one of the on-air staff members. He talked to them about Mass Communications and all the different components of media. The students were introduced to the staff and were shown around the building.	1	OnAir Host
4	6/12/2018	Provision of training to management	In May & June 2018, several SEU 4 managers took an online training course entitled "Preventing Sexual Harassment for Managers" provided by the iHeartMedia Learning Center.	4	Program Director Program Director Market President SVP of Programming
5	8/1/2018	Participation in events or programs sponsored by educational institutions	On August 1st 2018 a station tour was given to a group of students from Chatham County High School interested in broadcast careers. The tour was given by on On-Air Talent staff members. She talked to them about Mass Communications and all the different components of media. The students were introduced to the staff and were shown around the building.	1	OnAir Host

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6	8/29/2018	Participation in Job Fairs	On Wednesday, August 29 the Promotions Director will attend the 2018 SEC Job Fair and be on hand to collect resumes and answer questions regarding employment with iHeartMedia. This is an opportunity to meet with undergraduates and graduate students seeking employment.	1	Promotions Director
7	9/13/2018	Hosting of Job Fair	On September 13, 2018 the Savannah Staff held an Open House to the public. The event was advertised to the public via on air announcements that ran August 20th through September 5th and staff members posted on Facebook as well. The market's management team was available to offer information and discuss requirements for current job openings and all other careers in broadcasting. Manager's were on hand to meet face to face with potential candidates to answer questions and conduct tours of the facilities.	4	Market President Sr. Vice President of Programming Sr. Vice President of Sales Promotions Director
8	9/25/2018	Participation in events or programs sponsored by educational institutions	On 9/25/18 Savannah High School's DECA students attended a tour of the radio station. 49 students attended the tour given by the Promotions Director and one of the On-Air Talents. The students were shown all aspects of radio broadcasting and the staff answered questions.	2	Promotions Director On-Air