

WCJM-FM, WKKR, WMXA, WPCH, WTLM, WZMG**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****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	2, 4-10, 12-15	8
Account Executive	1, 3, 7-15	3
Outside Account Executive	2, 4-8, 10-15	11

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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	Asian American Journalist Assoc. 5 Third Street, Ste. 1108 San Francisco, California 94103 Url : http://www.aaaja.org Email : post@aaaja.org Career Services	N	0
2	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
3	Columbus State University 4225 University Ave. Columbus, Georgia Url : http://www.career.colstate.edu Career Services	N	1
4	Columbus Times 2230 Buena Vista Road Columbus, Georgia 31906 Url : http://www.knology.net Email : columbustimes@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	1
9	Indeed.com - Not Directly Contacted by SEU	N	3
10	Job Fair Georgia n/a n/a Manual Posting	N	0
11	LinkedIn-Not directly contacted by SEU	N	4
12	Society of Professional Journalists 3909 N. Meridian St Indianapolis, Indiana 46208 Url : http://www.spj.org Email : spj@spj.org Career Services	N	0
13	The Bayonet Landmark Military Newspapers 506 Manchester Expressway, A-8 Columbus, Georgia 31904 Url : http://www.militarynews.com Email : debbie.vanswol@militarynews.com Career Services	N	0
14	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
15	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:			11

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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	4/16/2019	Participation in events sponsored by community groups	Our SEU hosted 15 students from the Lee County Youth Development Center. SEU participants, included an Account Executive and the Operations Manager who toured the youth around the station speaking to them about how the radio industry works and answered questions.	2	SVPP Account Executive
2	4/23/2019	Hosting of Job Fair	Our SEU hosted a job fair at the station from 11:30am-1:30pm. The event was promoted on air with live mentions, website posting, and social media. Station participants discussed careers in radio with interested attendees, accepted resumes, discussed employment opportunities, and handed out information about iHeartMedia.	4	Market President Operations Manager On-air Personality Sales Assistant
3	5/9/2019	Participation in events sponsored by community groups	Our SEU's SVPP and On-Air Talent participated in a speaking event at the Lee County Youth Development Center. Station participants discussed careers in radio with interested attendees, and employment opportunities in broadcasting generally.	2	SVPP On-air/Sales
4	8/23/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted the Smith's Station Panther News Network and discussed how a Friday night football broadcast works. Station Participants took questions from the students and also had the opportunity to conduct their own halftime interviews during the season.	1	SVPP
5	9/2/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in a speaking event at Auburn University's Communications Department. Our SEU's Market President discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	1	Market President
6	9/10/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the "employer resume review" at Auburn University. Our Market President, assisted in reviewing seniors resumes and discussed opportunities at iHeartMedia and broadcasting in general.	1	Market President

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7	10/3/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Career Discovery Expo at Southern Union State Community College. Attendees got a chance to work remote broadcast equipment and ask questions about the radio industry.	1	SVPP
8	10/23/2019	Participation in events or programs sponsored by educational institutions	Our SEU's Market President participated in Auburn University's mock interview day. Our Market President, helped students prepare by giving students a glimpse at a real interview questions that are common in the radio industry.	1	Market President
9	10/23/2019	Participation in events or programs sponsored by educational institutions	Our SEU's SVPP participated in a speaking engagement for the Media program at Opelika High School. Our SVPP discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	1	SVPP