

WHLW, WWMG, WZHT
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
Outside Account Executive	1-6, 9-12, 14-16	4
Outside Account Executive	1-3, 5-7, 9, 12, 14-16	7
National/Local Sales Assistant	1-3, 5-7, 9, 11-16	7
Program Director for WZHT	1-6, 8-9, 12, 14-16	8

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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	ABA Alabama Broadcasters Association 1316 Alford Avenue Suite 201 Birmingham, Alabama 35226 Phone : 205-982-5001/800-211-5189 Email : lrice@al-ba.com Fax : 1-205-982-0015 Cindy McGee	N	0
2	Alabama A&M University P.O. Box 997 Normal, Alabama 35762 Phone : 334-372-8184 Fax : 1-256-372-5881 Brenda Crutcher	N	0
3	Alabama State University 915 South Jackson Street Montgomery, Alabama 36101 Phone : (334) 229-4140 Email : etucker@alasu.edu Ella Tucker	N	0
4	Employee Referral	N	2
5	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	5
6	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
7	Indeed.com - Not Directly Contacted by SEU	N	3
8	Internal Transfer/Promotion	N	1

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9	Miles College 5500 Myron Massey Blvd. Fairfield, Alabama 35064 Phone : (205) 929-1000 Email : gbrown_wade@miles.edu Fax : 1-205-929-1453 Dr. Glenda Brown-Wade	N	0
10	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
11	Radio Online Alabama Phone : (806) 352-7503 Url : www.jobs.radio-online.com Fax : (806) 352-3677 Director of Placement	N	0
12	State of Alabama Employment Services 1060 E. South Blvd Montgomery, Alabama 36116 Phone : (334) 286-1746 Email : carole.dean@dir.alabama.gov Fax : 1-334-288-7286 Carole Dean	N	0
13	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-366-8894 Email : jcurrie@stillman.edu Fax : 1-205-366-8824 Jacqueline Currie	N	0
14	Troy University 231 Montgomery Street Montgomery, Alabama 36103 Phone : (334) 241-9763 Email : jypatrick@troy.edu Fax : 1-334-241-5470 Janice Patrick	N	0

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15	Tuskegee University 101 Kresge Center Tuskegee, Alabama 36088 Phone : (334) 727-8428 Fax : 1-334-724-4319 Pat Scott	N	0
16	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	2/5/2019	Participation in events or programs sponsored by educational institutions	On February 5, 2019, our SEU hosted 11 college students at Alabama State University on campus. SEU participants included one Program Director, who spoke to the attendees about how the radio industry works, how to get music played and how to get into radio industry. The students were also given a quiz based on what they learned from the Program Director.	1	Program Director
2	5/2/2019	Participation in events or programs sponsored by educational institutions	On May 2, 2019, our SEU hosted Alabama State University students for a station tour. The students toured the station and spoke with our SVPP about his role, possible internships, and the different careers in radio. They spoke with our Promotions Director about her job and responsibilities. The students also spoke with our On-Air Personality about his roles in production and on-air.	3	SVPP Promotions Director On-Air Personality
3	6/27/2019	Participation in events sponsored by community groups	On June 27, 2019, our SEU hosted 5 high school students from the YMCA Youth Enrichment after school program for an information session and station tour. SEU participants included the Market President, the SVP of Programming, an on-air personality, and the Promotions Director, who spoke to the attendees about how the radio industry works and their jobs at the radio station.	4	Market President SVP Programming Promotions Director On-Air Personality
4	9/3/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted 3 college students from the Alabama State University cheerleading program. Students were able to receive a station tour and participate in a show with an afternoon personality. SEU participants included one on-air personality and our Promotions Director.	2	Promotions Director On-Air Talent
5	9/4/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted 3 college students from the Tuskegee University cheerleading program. Students were able to receive a station tour and participate in a show with an afternoon personality. SEU participants included one on-air personality and our Promotions Director.	2	Promotions Director On-Air Talent

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6	11/6/2019	Participation in events or programs sponsored by educational institutions	On November 6, 2019, our SEU spoke to Alabama State University students from the Communications program during an information session. SEU participants included the SVP of Programming, the Program Director, the Promotions Director, and an On-Air Personality, who spoke to the students about how the radio industry works as well as provided tips and interview skills they can use.	4	SVPP Promotions Director On-air Personality Program Director
7	11/13/2019	Participation in events or programs sponsored by educational institutions	On November 13, 2019, our SEU hosted 4 high school students from Jefferson Davis High School for an information session and station tour. SEU participants included the Program Director, an On-Air Personality, and the Promotions Director, who interviewed the students and spoke to them about how the radio industry works and job opportunities. The students also assisted in the production of drops for the station.	3	Program Director Promotions Director On-Air Personality