

WAGH, WDAK, WGSY, WHTY, WSTH-FM, WVRK
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
APD/MD Albany GA	1-3, 6-7, 9, 11-13	9
Senior Vice President of Sales	1-3, 5-8, 10-13	5
Sales Assistant & Receptionist	1-4, 6-7, 11-13	4

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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	AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 301-457-6616 Email : JDenver@allaccess.com Joel Denver	N	0
2	Columbus StateUniversity 4225 University Avenue Columbus, Georgia Phone : 706-507-8764 Email : LAB@ColumbusState.edu Luz Bernal	N	0
3	CVCC 2602 College Drive Phenix City, Alabama 36869 Phone : 334-291-4900 Url : http://www.cv.edu Email : Debbie.Boone@cv.edu Debbie Boone	N	0
4	Employee Referral	N	1
5	Glassdoor-Not directly contacted by SEU	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	1
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	1
8	Internal Posting	N	1
9	Internal Transfer/Promotion	N	1
10	LinkedIn-Not directly contacted by SEU	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Urban League of Greater Columbus 802 1st Avenue Columbus, Georgia 31902-2707 Phone : 706-322-6840 Url : http://www.columbusurbanleague.org Email : ceo@urbanleaguegc.org Susan Cooper	N	0
12	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
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:			8

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/23/2019	Participation in scholarship programs	Our SEU participated in the Alpha Phi Alpha's Scholarship Committee and subsequent Gala in Columbus, GA to assist students interested in pursuing a career in broadcasting. Our Market President and Promotions Director sit on the scholarship committee and help narrow down scholarship recipients. Our station members also spoke to attendees about careers in radio, internship and employment opportunities.	2	Market President Promotions Director
2	4/5/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Carver High School Career Day Event in Columbus, GA. Our Market SVP Programming discussed his career in radio from intern to SVPP, as well as internship and employment opportunities in broadcasting generally.	2	Market President Market SVP Programming
3	5/4/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Tuskegee-Morehouse Scholarship Gala in Columbus, GA. Our On-Air Talent discussed careers in radio (specifically sales v. programming), discussed internship and employment opportunities in broadcasting generally, and provided station contact information.	2	On-Air/Board Op Market President
4	6/15/2019	Participation in events sponsored by community groups	Our SEU participated in the Mayors Masked Ball Educational Gala in Columbus, GA. Our Promotions Director discussed careers in radio and how she navigates the media world as a woman.	2	Promotions Director Market President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/17/2019	Participation in scholarship programs	Our SEU participated in the Columbus State University Alumni Scholarship Committee and subsequent Benefit Dinner in Columbus, GA to raise money for Alumni Awarded Scholarships in Engineering Studies & Communication. Our Market President sits on the scholarship committee and helps narrow down scholarship recipients. Our Market SVP Programming and Assistant Program Director spoke to attendees about careers in radio, and its evolution in recent years, transitioning from a broadcast signal to multi-media platform extensions.	3	Market President Market SVP Programming APD