

**WACT, WRTR, WTXT, WZBQ**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-3, 6-8, 10-12, 14-16	12
SVPP Tuscaloosa	1-4, 6-8, 10-11, 14-16	4
Account Executive	1-16	5

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-979-1690 Email : lrice@al-ba.com Les Rice	N	0
2	Alabama Joblink 649 Monroe Street, Room 2804 Montgomery, Alabama 36131 Phone : 334-242-0029 Email : joblink@joblink.alabama.gov Fax : 1-334-242-0029 Alabama Joblink Customer Support	N	0
3	Birmingham Southern College 900 Arkadelphia Road Birmingham, Alabama 35254 Phone : 205-226-4719 Email : mlebeau@bsc.edu Michael Lebeau	N	0
4	Employee Referral	N	2
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 : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
7	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
8	Lawson State Community College 1100 9th Avenue SW Bessemer, Alabama 35022 Phone : 205-929-3514 Email : dwaluyn@lawsonstate.edu Dorian Waluyn	N	0
9	LinkedIn-Not directly contacted by SEU	N	1

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10	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205-929-1404 Email : gbrown_wade@miles.edu Glenda Brown-Wade	N	0
11	Samford Career Development Center 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205-726-2578 Email : heaveret@samford.edu Heather Averett	N	0
12	Station On-Air Announcements (1 or more SEU stations) 3900 11th Avenue S Tuscaloosa, Alabama 35401 Phone : 205-561-2675 John Malone Manual Posting	N	1
13	Station Websites (1 or more SEU stations) (navigation link to corporate careers website) 3900 11th Avenue S Tuscaloosa, Alabama 35401 Phone : 3162109151 Camille Hantla Manual Posting	N	0
14	Stillman College P.O. Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-366-8894 Email : jcurrie@stillman.edu Jacqueline Curry	N	0
15	UAB 1401 University Blvd 333 Heritage Hall Birmingham, Alabama 35233 Phone : 205-975-5363 Email : brodie94@uab.edu Brodie Foster	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>5</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/14/2019	Participation in events or programs sponsored by educational institutions	On August 14, 2019, our SEU hosted a communication student at Calhoun Community College in Decatur, Alabama. The Market President hosted the student during a one-day job shadow in areas of on-air hosting and production as well as providing instruction to sales and marketing. Additionally, the student spent time with other members of sales and programming staff to shadow, observe and ask questions about their roles in the broadcasting industry.	3	Senior Account Executive Account Executive Market President