

WDXB, WERC, WERC-FM, WMJJ, WQEN, WAAX, WGMZ**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Marketing/Promotions Director Birmingham Alabama	1-3, 6-7, 9-11, 13-14, 17, 21	10
Digital Sales Manager	1-4, 6-7, 11, 13-14, 17, 21	4
Director of Automotive – Nashville Region	1-3, 6-8, 11, 13-14, 17, 21	8
Sales Account Executive	1-4, 6-7, 11, 13-19, 21	4
Account Executive	1-8, 11, 13-15, 17-21	4
Sales Support/Campaign Coordinator	1-3, 6-8, 11-14, 17-19, 21	12
General Sales Manager	1-3, 6-7, 10-14, 17, 20-21	10
Sales Support	1-3, 6-7, 11-14, 17, 20-21	12

WDXB, WERC, WERC-FM, WMJJ, WQEN, WAAX, WGMZ**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****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	ABA Job Bank 2180 Parkway Lake Drive Birmingham, Alabama 35244 Phone : 205.979.1690 Url : www.al-ba.com 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	3
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	0
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	0
8	Indeed.com - Not Directly Contacted by SEU	N	6
9	Internal Posting	N	1
10	Internal Transfer/Promotion	N	2

WDXB, WERC, WERC-FM, WMJJ, WQEN, WAAX, WGMZ**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****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
11	Lawson State Community College 1100 9th Avenue SW Bessemer, Alabama 35022 Phone : 205.929.3514 Email : dwaluyn@lawsonstate.edu Dorian Waluyn	N	0
12	LinkedIn-Not directly contacted by SEU	N	8
13	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205.929.1404 Email : gbrown_wade@miles.edu Glenda Brown-Wade	N	0
14	Samford Career Development Center 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205-726-2578 Url : www.SamfordBulldogs.org Email : heaveret@samford.edu Heather Averett	N	0
15	Station On-Air Announcements (1 or more SEU stations) 600 Beacon Parkway West Birmingham, Alabama 35209 Phone : 205-439-8442 Cyndi Lees Manual Posting	N	0
16	Station Websites (1 or more SEU stations) (navigation link to corporate careers website) 600 Beacon Parkway West Birmingham, Alabama 35209 Phone : 205-439-9600 Camille Hantla Manual Posting	N	0
17	Stillman College P.O. Box 1430 Tuscaloosa, Alabama 35403 Phone : 205.366.8894 Email : jcurrie@stillman.edu Jacqueline Curry	N	0

WDXB, WERC, WERC-FM, WMJJ, WQEN, WAAX, WGMZ**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****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
18	University of Montevallo Career Center 75 College Drive Montevallo, Alabama 35115 Phone : 205.665.6262 Email : ledwards2@montevallo.edu Lori Edwards	N	0
19	University of Montevallo Communications Dept. 75 College Drive Montevallo, Alabama 35115 Phone : 205.665.6625 Email : ebrahimi@montevallo.edu Pat Ebrahimi	N	0
20	Walk-In / Self Referral 600 Beacon Parkway West Birmingham, Alabama Windy Hobbs Manual Posting	N	0
21	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:			21

WDXB, WERC, WERC-FM, WMJJ, WQEN, WAAX, WGMZ**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/16/2019	Participation in events or programs sponsored by educational institutions	On May 16, 2019 one of our SEU's Account Executives attended Hayden Middle School Career Day and spoke to a class of 5th Graders about the radio industry, marketing, radio sales, college and career choices.	2	Account Executive General Sales Manager
2	6/18/2019	Participation in events or programs sponsored by educational institutions	On June 18, 2019, three college students (from Samford University, UAB and University of Alabama) were given a tour of the station facilities and were introduced and able to ask questions with Sales, Promotions and Programming departments.	3	Account Executive Production Director Marketing Director
3	9/30/2019	Participation in events or programs sponsored by educational institutions	On September 30, 2019 our SEU's Morning Show Producer was invited by the Cullman Lions Club to speak with the Cullman High School local chapter of the LEO Club. Our Producer spoke to high school students about his job as a radio producer and the students goals for the future and how they can get into the radio industry.	2	Morning Show Producer Program Director
4	10/14/2019	Participation in events or programs sponsored by educational institutions	On October 14, 2019, our SEU's Morning Show Producer met with the Cullman High School, LEO club students at the Cullman County Fair discussing the job of a radio producer and various experiences in the work force.	2	Morning Show Producer Program Director
5	10/23/2019	Participation in Job Fairs	On October 23, 2019, our SEU's Morning Show Producer worked with the Cullman Chamber of Commerce to plan and execute the Cullman County Career Fair. During the event, our Producer had interaction with 40-50 students to share experience in the radio world and with iHeartMedia and the employment opportunities available.	2	Morning Show Producer Program Director