

WDXB, WERC, WERC-FM/AM, WMJJ, WQEN
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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
Traffic Manager	2, 4, 6-8, 11, 13-15, 17-19, 22, 24-25, 27, 29, 31, 33, 35, 37, 40	17
Account Executive	2, 4, 6-8, 11, 13-15, 17-19, 22, 24-25, 27, 29, 31, 33, 35, 37, 40	17
Account Executive	2, 4, 6-8, 11, 13-16, 18-19, 22, 24-25, 27, 29, 31, 33, 35, 37, 40	16
Traffic Manager	14-15, 18-19, 22, 24-25, 27	19
Account Executive	1-6, 8, 10-14, 18-19, 22, 24-40	38
Digital Content Director	2, 4, 6, 8-9, 11, 13-14, 18-19, 21-22, 24 -25, 27, 29, 31, 33, 35, 37, 40	19
Account Executive	1-6, 8, 10-14, 18-20, 22-24, 27-40	20
Account Executive	1-6, 8, 10-14, 18-20, 22-24, 27-40	38

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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	103.1 "The Vulcan" On-Air 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Url : www.1031thevulcan.com Luke Johnson Manual Posting	N	0
2	103.1 "The Vulcan" Website 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Url : www.1031thevulcan.com Luke Johnson Manual Posting	N	0
3	104.1 "The Beat" On-Air 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Url : www.1041thebeat.com Luke Johnson Manual Posting	N	0
4	104.1 "The Beat" Website 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Url : www.104beat.com Luke Johnson Manual Posting	N	0
5	105.1 "Hallelujah" On-Air 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Url : www.hallelujah1051.com Luke Johnson Manual Posting	N	0
6	105.1 "Hallelujah" Website 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Url : www.hallelujah1051.com Luke Johnson Manual Posting	N	0
7	ABA Job Bank 2180 Parkway Lake Drive Birmingham, Alabama 35244 Phone : 205.979.1690 Url : www.al-ba.com Sharon Tinsley Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	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
9	All Access 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310.457.6616 Url : www.allaccess.com Career Services Manual Posting	N	0
10	Alt 94.9 On-Air 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Url : www.birminghamsalt949.iheart.com Luke Johnson Manual Posting	N	0
11	Alt 94.9 Website 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Url : www.birminghamsalt949.iheart.com Luke Johnson Manual Posting	N	0
12	B1065 On-Air 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Url : www.b1065.com Luke Johnson Manual Posting	N	0
13	B1065 Website 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Url : www.b1065.com Luke Johnson Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Birmingham Southern College 900 Arkadelphia Road Birmingham, Alabama 35254 Phone : 205.226.4719 Email : mlebeau@bsc.edu Michael Lebeau	N	0
15	Birmingham Southern College 900 Arkadelphia Road Birmingham, Alabama 35254 Phone : 205.226.4719 Url : www.collegecentral.com/bsc Michael Lebeau Manual Posting	N	0
16	Call In	N	1
17	Employee Referral	N	2
18	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
19	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	2
20	Indeed.com	N	1
21	Jefferson State Community College 2601 Carson Road Birmingham, Alabama 35215 Phone : 205.856.8588 Email : nbeau@jeffstateonline.com Nancy Beauchamp	N	1
22	Lawson State Community College 1100 9th Avenue SW Bessemer, Alabama 35022 Phone : 205.929.3514 Email : dwalwyn@lawsonstate.edu Dorian Walwyn	N	0

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23	Linked In	N	1
24	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205.929.1404 Email : gbrown_wade@miles.edu Glenda Brown-Wade	N	0
25	Samford Career Development Center 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205.726.2980 Url : www.SamfordBulldogs.org Career Services Manual Posting	N	0
26	Station Website	N	1
27	Stillman College P.O. Box 1430 Tuscaloosa, Alabama 35403 Phone : 205.366.8894 Email : jcurrie@stillman.edu Jacqueline Curry	N	0
28	WAAX On-Air 6510 Whorton Bend Road Gadsden, Alabama 35901 Phone : 205.439.8442 Cyndi Lees Manual Posting	N	0
29	WAAX Website 6510 Whorton Bend Road Gadsden, Alabama 35901 Phone : 205-439-8442 Url : www.waax570.com Cyndi Lees Manual Posting	N	0
30	WDXB On-Air 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Phone : 205.439.8442 Cyndi Lees Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	WDXB Website 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Phone : 205.439.8192 Url : www.1025thebull.com Colin Peterson Manual Posting	N	0
32	WERC On-Air 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Phone : 205.439.8442 Cyndi Lees Manual Posting	N	0
33	WERC Website 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Phone : 205.439.8192 Url : www.talkradio1055.com Colin Peterson Manual Posting	N	0
34	WGMZ On-Air 6510 Whorton Bend Road Gadsden, Alabama 35901 Phone : 205.439.8442 Cyndi Lees Manual Posting	N	0
35	WGMZ Website 6510 Whorton Bend Road Gadsden, Alabama 35901 Phone : 205-439-8442 Url : www.wgmz.com Cyndi Lees Manual Posting	N	0
36	WMJJ On-Air 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Phone : 205.439.8442 Cyndi Lees Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	WMJJ Website 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Phone : 205.439.8192 Url : www.magic96.com Colin Peterson Manual Posting	N	0
38	Word of Mouth Referral	N	3
39	WQEN On-Air 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Phone : 205.439.8442 Cyndi Lees Manual Posting	N	0
40	WQEN Website 600 Beacon Parkway West Suite 400 Birmingham, Alabama 35209 Phone : 205.439.8192 Url : www.1037theq.com Colin Peterson Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			13

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	4/14/2016	Participation in other activities designed by the station employment unit	On April 14, 2016, WERC Program Director gave a student tour of station facilities and student was shown the ins and outs of production department, while recording a PSA for the ASF Foundation (a non-profit organization that serves as a statewide mentor organization for teaching our youth the importance of academics, athletics, healthy lifestyles and good citizenship).	1	Program Director	1.00
2	11/18/2016	Participation in events sponsored by community groups	On November 28, 2016, Account Executive presented a 2-hour presentation/interactive session to Locust Fork Elementary 6th Graders during their Career Day discussing topics of iHeart Radio, daily tasks of a radio Account Executive, goal setting and making written plans for your future.	1	Account Executive	0.25
TOTAL POINTS OVER REPORTING PERIOD:						1.25