



Date: 3/25/19

EEO Staff
Policy Division, Media Bureau
Federal Communications Commission
445 12th Street, S.W.
Washington, D.C. 20554

Re: EEO Audit Response
Wilderness Communications, LLC, KLWB-DT New Iberia, LA (Fac. ID 82476)

Dear EEO Staff:

Wilderness Communications ("Wilderness") hereby responds to the FCC's February 14, 2019 EEO Audit Letter directed to the above-referenced station. Station KLWB-DT is part of a fourteen-station employment unit including commonly owned stations:

KBCA, Alexandria, LA (Fac. ID 16940)
KDCG-CD, Opelousas, LA (Fac. ID 349)
KXKW-LP, Lafayette, LA (Fac. ID 167755)
KXKW-LD, Lafayette, LA (Fac. ID 33177)
KLWB, New Iberia, LA (Fac. 82476)
KLWB-FM, Carencro, LA (Fac. ID 183335)
KLSO, Opelousas, LA (Fac. ID 35607)
KLSO-FM, Simmesport, LA (Fac. ID 164163)
KOGM, Opelousas, LA (Fac. ID 33220)
KFXZ, Lafayette, LA (Fac. ID 41054)
KFXZ-FM, Opelousas, LA (Fac. ID 9416)
KYMK-FM, Maurice, LA (Fac. ID 11605)
KVOL, Lafayette, LA (Fac. ID 9415)
KLCJ, Oak Grove, LA (Fac. ID 183334)

2. The employment unit currently has 26 full time employees (a list is attached) and, accordingly, Wilderness hereby responds to each of the lettered paragraphs of the FCC's letter. These responses cover the period of time of the two most recent EEO reports, February 1, 2017-January 31, 2018 and February 1, 2018-January 31, 2019, as required by the Audit Letter.

- (a) Copies of the employment unit's two most recent EEO Public File Reports are attached. A copy of the most recent report is available on the following stations' websites at: <http://www.kdcg.com>, (KDCG), <http://www.metv.com>, (KLWB Acadiana linked from metvnetwork.com), <http://www.1037thegame.com>, (KLWB-FM), <http://www.elsaborradio.com>, (KSLO and KSLO-FM), <http://www.mustang1071.com>, (KOGM), <http://www.z1059.com>, (KFXZ), <http://www.106.www.1063radiolafayette.com>, (KYMK-FM), www.kvol1330.com, (KVOL). KXKW-LD does not have a website; however, the call letters are linked to KLSO and KSLO-FM's website where current EEO reports are available. KBCA does not have a current website, however there is a link for KBCA on the employment unit's corporate website, <http://deltamediacorp.com> where EEO reports are available. KLCJ does not have a website, it is a translator station of KVOL.
- (b) Attached are copies of all available communication announcing job openings listed in the employment unit's two most recent EEO Public File Reports, including on-air announcement logs and copy. Other on-air announcement logs are available upon request.
- (c) Attached is information regarding the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled in the unit during the two most recent EEO Public File Reports.
- (d) Points below will document Wilderness' recruitment initiatives, mentoring programs and training for staff as well as unit personnel involved during the periods covered in the two most recent EEO Public File Reports. There are 26 full time employees in the Unit and the Lafayette DMA has a population of over 250,000 people. Therefore, the employment unit is required to perform four initiatives within a two-year period.

Participation in Job Fairs:

- The University of Louisiana at Lafayette Spring Career Fair, February 10th, 2017
- The South Louisiana Community College Spring Career Fair, April 5th 2017
- The Lafayette Economic Development Authority Job Fair, May 9th 2017
- The University of Louisiana at Lafayette B.I. Moody School of Business', "Business and Breakfast Gathering" April, 10th 2017
- The University of Louisiana at Lafayette Spring Career Fair, February 28th, 2018
- The University of Louisiana at Lafayette Fall Career Fair, September 25th, 2018
- The Lafayette Economic Development Authority Job Fair, May 8th 2018
- The University of Louisiana at Lafayette Student Athlete Career Networking Night, September 25th, 2018
- KLWB personnel involved in these initiatives included a rotation of upper management including the General Manager, VP of Television, Traffic Manager and Office Manager.
- KLWB has an established relationship with the University of Louisiana at Lafayette and offers an ongoing internship for students to receive credit through the accredited university program. In 2017 four students participated and in 2018 five students participated.

- (e) The employment unit is not aware of any pending or resolved discrimination complaints filed against the employment unit during the period of time covered by this response on the basis of race, color, religion, national origin, or sex.
- (f) During the time period covered by this response, points below will describe the responsibilities of each level of unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program:
- Management has clearly posted, in an area accessible to all employees, the latest EEO Labor Laws to be reviewed by anyone at any time.
 - Each level of Management, be it Administrative, Sales, Traffic, Production or Engineering all provide a job description for open positions with essential functions and qualifications set forth. This document is posted on all recruiting sources used by Wilderness and also on station websites.
 - Periodically in management meetings with department heads, the stations hiring practices are discussed. Postings are cycled through one person in Administration for review ensuring proper EEO disclosures.
 - Management has open communication with the head of the Louisiana Association of Broadcasters to solicit recruitment assistance. In each case, the station's EEO policies are fully disclosed.
 - From time to time Management will speak at Senior level communication classes at the University of Louisiana at Lafayette and encourage all students to apply for open positions after graduation. The station member in attendance hands out business cards to each and every student in the class.
 - At job fairs and career networking events, various members of management will be available to answer questions attendees may have.
- (g) During the time period covered by this response, points below will describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and address any problems found as a result of analysis:
- Management will, on occasion, convene to examine copy used on ads if the number of applicants is not up to expectations. Adjustments will be made to the copy accordingly.
 - After job fairs, evaluations are made on what can be done better to attract applicants. Whether it includes providing further hand outs and information or if we can improve aesthetics to attract more people.
 - In hosting interns, an agenda is laid out by management encouraging participation and interactively with as many departments as possible. Our goal is to make the interns experience one which is positive and educationally worthwhile.
 - In developing job descriptions and final postings, the management team is interactive in crosschecking information. There are from time to time, omissions of information that are detected and corrections are made.
 - One of the problems we face (depending on the position) is receiving an over-abundance of resumes on line that pick up key words. We are diligent to check them out, however it is difficult to assess every single one.
- (h) During the time period covered by this response, points below will describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions and selection techniques to ensure that Wilderness provides equal opportunity and has no discriminatory effect:
- Wilderness makes every good faith effort to insure everyone is treated fairly in our workplace. This includes meritorious measures and disciplinary measures.
 - Regarding Account Executives, outside call in leads are distributed on a rotational basis with all AEs. Everyone is treated fairly in this regard.

- Communication is close between all department heads. Management meets with employees on a regular basis to evaluate performance based on expectations. Accountability tools and Customer Relationship Management tools are used to document activity.
- A company goal of Wilderness is to develop and retain people. There are promotions from within the company based on ability and merit. In each case an evaluation is made and compensation is adjusted fairly within bounds of the company's business model.
- Compensation is examined on an annual basis, however there are no built-in cost of living raises for anyone.
- Selection techniques are consistent. A minimum of two interviews are conducted with candidates that have shown a reasonable aptitude for the position available. In most cases a third interview is needed to complete the hiring process.

The employment unit is not party to any union agreements.

(i) Wilderness is not a religious broadcaster.

4. None of Wilderness' stations are covered by a time brokerage agreement.

Regarding KLWB TV, Wilderness Communications, Facility ID 82476, Tom Poehler is the station representative that can be contacted for this audit response. E-mail, tpoehler@deltamediacorp.com.

I certify the accuracy and correctness of the information provided in this response to EEO Audit.

Respectfully submitted,



Eddie Blanchard
Vice President
Wilderness Communications

Attachment for paragraph 2.
The employment unit's full-time employees, job title and hours required to work

Wilderness – Full Time Employees

<u>Position</u>	<u># Employees</u>	<u>#Hours Required</u>
Receptionist	1	40 Hrs.
Traffic Manager	1	40 Hrs.
Traffic Assistant	1	40 Hrs.
Account Executive(s)	6	40 Hrs.
Engineering/IT	2	40 Hrs.
Programming	1	40 Hrs.
Production Manager	1	40 Hrs.
Production Assistant	1	40 Hrs.
Office Manager	1	40 Hrs.
Accounting Assistants	2	40 Hrs.
General Manager	1	40 Hrs.
VP of Television	1	40 Hrs.
On Air Talent	7	40 Hrs.

Exhibit A

Attachment in response to paragraph (a), copies of the last two EEO public file reports:

Attached on the following pages are the last two EEO Public File Reports including the dates of February 1, 2017-January 31, 2018 and February 1, 2018-January 31, 2019 as required by the audit letter.



Delta Media Corporation
 Equal Employment Opportunity Public File Report
 KDCG TV, KWLB TV, KBCA TV, KLWB FM, KXKW, KSLO AM/FM, KOGM FM, KFXZ AM, KYMK FM, KVOL AM
 February 1, 2017 - January 31, 2018

RECRUITMENT SOURCE LIST

No.	Type of Outreach Initiative (Example: Internship, Job Fair, Etc.)	Brief Description of Activity (Include date, description of event, participation, etc)
1	Scholarship	Delta Media stations promoted the Louisiana Association of Broadcasters Scholarship Program Announcement and PSA (Airdates: 2/1/17-2/10/17)
2	Internship	Delta Media has established a relationship with the local University and offers an ongoing internship program. Students are able to receive credit for their intership through the accredited university program. Four (4) students participated.
3	Job Fair	Delta Media stations participated in four (4) job fairs. 1) ULL Spring 2017 Career Fair Febuary 10, 2017; 2) SLCC Spring 2017 Career Fair April 5, 2017; 3) Leda Job Fair May 9, 2017 ; 4) Business & Breakfast at UL April 10, 2017



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 February 1, 2017 - January 31, 2018

POSITIONS FILLED DURING REPORTING PERIOD

Job Title	Sources Used To Fill Position (Numbers correspond to the number used in the Recruitment Source List)	Source Referring Hiree
Account Executive	1-8, 9, 11, 18, 25, 31, 43, 46, 49	Professional Reference
Account Executive	1-8, 9, 11, 18, 25, 31, 43, 46, 49	In house recruitment
Account Executive	1-8, 9, 11, 18, 25, 31, 43, 46, 49	Regional Help wanted
Account Executive	1-8, 9, 11, 18, 25, 31, 43, 46, 49	Regional Help wanted
Account Executive	1-8, 9, 11, 18, 25, 31, 43, 46, 49	UL Career Services
Account Executive	1-8, 9, 11, 18, 25, 31, 43, 46, 49	Professional Reference
Account Executive	1-8, 9, 11, 18, 25, 31, 43, 46, 49	Professional Reference
Traffic Assistant	1-8, 9, 11, 18, 25, 31, 43, 46, 49	Referred by friend
Traffic Assistant	1-8, 9, 11, 18, 25, 31, 43, 46, 49	Regional Help wanted
Traffic Assistant	1-8, 9, 11, 18, 25, 31, 43, 46, 49	Regional Help wanted
Board Op	2,6	Referred by friend
Board Op	2,6	Referred by friend
Board Op	2,6	Referred by friend



Delta Media Corporation
 Equal Employment Opportunity Public File Report

February 1, 2017 - January 31, 2018

RECRUITMENT SOURCE LIST

No.	Recruitment Source (Name, address, contact person, telephone number)	Entitled to Vacancy Notification (Yes/No)	No. Interviewees Referred During Reporting Period by Source
1	LAB	No	0
	Contact: Polly Prince Johnson		
	www.broadcasters.org		
	660 Florida Street, Baton Rouge, LA 70801 225-267-4522		
2	University of Louisiana at Lafayette	No	1
	Contact: Kim Billeadeau		
	104 E. University Ave, Lafayette, LA 70504 337-262-5300		
	careerservices.louisiana.edu		
3	Acadianahelpwanted.com	No	7
	Contact: Shelby Marion		
	6465 Greenwood Plaza Blvd. Ste. 400, Centennial, CO 80111 303-562-0236		
4	LEDA	No	0
	Contact: Ryan Lagrange		
	211 E. Deval Court, Lafayette LA 70504 337-593-1400		
	lafayette.org/jobs		
5	In House Recruitment	No	0
	Contact: Chuck Wood		
	3501 NW Evangeline Thruway, Carencro LA 70520 337-896-1600		
6	KXKW-FM, KLWB-FM, KFXZ-FM, KYMK-FM, KOGM-FM	No	0
	Contact: Chuck Wood		
	3501 NW Evangeline Thruway, Carencro LA 70520 337-896-1600		
7	Referred by Friend	No	5
8	Professional Reference	No	1

9	NAACP	No	0
	Contact: Janelle Chagois		
	604 St. John Street, Lafayette, LA 70501		
	337-233-4262		
10	United Negro College Fund	No	0
	Contact: Sylvia Waler		
	8260 Willow Oaks Corporate Drive, Fairfax, VA 22031		
	225-820-0165		
11	Hispanic Chamber of Commerce	No	0
	Contact: Darlene Kattan		
	PO Box 58031, Metairie, LA 70158		
	504-885-4262		
12	Monroe Women's Business & Professional Association	No	0
	Contact: Judy Wilson		
	6011 Desiard #40, Monroe, LA 71209		
	318-342-8807		
13	Urban League of New Orleans	No	0
	Contact: Gilda Ebanks		
	2912 Canal Street, New Orleans, LA 70119		
	504-620-2332		
14	National Council of Negro Women	No	0
	Contact: Pamela White		
	PO Box 8013, New Orleans, LA 70182		
	504-827-0050		
15	Army Career and Alumni Program	No	0
	Contact: Tami B Culbreath		
	7950 Alabama Ave. Bldg. 2155 Ste. 105, Fort Polk, LA 71459		
	337-531-1591		
16	LSU	No	0
	Contact: Amy Caillouet		
	1502 Patrick F Taylor Hall, Baton Rouge, LA 70803		
	225-578-2162		
17	Website: lafayetteradioadvertising.com	No	0
	Contact: Dave Landry		
	1749 Betrand Drive, Lafayette, LA 70506		
	337-233-6000		
18	Southern University of Baton Rouge	No	0
	Contact: Tamara Montgomery		
	PO Box 10400, Baton Rouge, LA 70813		
	225-771-4500		
19	Louisiana Tech Career College	No	0
	email: careercenter@latech.edu		
	305 Wisteria Street, Ruston, LA 71272		
	318-257-4336		
	Southeastern University		
	Contact: Stormy Bougeois		

20	548 Western Ave. Hammond, LA 70402	No	0
	website: www.selu.edu/career		
	985-549-2121		
21	McNeese State University	No	0
	Contact: Cheryl Bellard		
	4205 Ryan St. Lake Charles, LA 80609		
	website: mcneese.edu/career		
22	Tulane University	No	0
	Contact: Michelle Elking		
	6823 St. Charles Ave. New Orleans, LA 70118		
	website: tulane-csm.symplicity.com/employers		
23	Delgado Community College	No	0
	Contact: Brian Simon		
	615 City Park Ave. New Orleans, LA 70119		
	email: bsimon@dcc.edu		
24	Our Lady of Holy Cross College	No	0
	Contact: Jennifer Tubwell		
	4123 Woodland Drive, New Orleans, LA 70131		
	email: jtubwell@olhcc.edu		
25	Southern University of New Orleans	No	0
	Contact: Joe Marion		
	6400 Press Drive, New Orleans, LA 70126		
	email: jmarion@suno.edu		
26	LA Works / Department of Labor	No	0
	Contact: Greg Ganier		
	1001 N. 23rd Street, Baton Rouge, LA 70802		
	337-948-1377		
27	Allaccess.com	No	0
	Contact: Mark Capuano		
	11 Music Circle Suite 101, Nashville, TN 37203		
28	Louisianagrads.com	No	0
	Contact: Tara		
	email: tara@businessreport.com		
29	AMFMJOBS.com	No	0
	Contact: Mark Holloway		
	PO Box 4116, Oceanside, CA 92052		
30	Remington College	No	0
	Contact: Melanie Wallace		
	118 Rue Fontaine, Lafayette, LA 70508		
	337-981-4010		

	email: melanie.wallace@remingtoncollege.edu		
31	Grambling University	No	0
	Contact: Johnny Patterson		
	403 Main Street, Grambling, LA 71245		
	318-274-2346		
	email: millagea@gram.edu		
32	Allaboutcountry.com	No	0
	Contact: Kim Hennes		
	311 E. Center Avenue, Lake Bluff, IL 60044		
	910-520-9154		
	email: kim@allaboutcountry.com		
33	Traffic Directors Guild of America	No	0
	Contact: Larry Keene		
	1000 Avenida Aeropuerto Bldg. 114 San Juan Capistrano, CA 92676		
	949-429-7063		
	email: tdge@earthlink.net		
34	Freeman School of Business - Tulane	No	0
	Contact: Ira Soloman		
	7 McAlister Drive, Tulane University, New Orleans, LA 70118		
	504-865-5000		
	email: careers@tulane.edu		
35	Glass Media	No	0
	Contact: James Glass		
	18920 Misty Lake Drive, Cleveland, OH 44136		
	440-539-0234		
	radiowatch@glassmedia.biz		
36	Louisiana College	No	0
	Contact: Mercer		
	1140 College Drive, Pineville, LA 71360		
	318-487-7011		
	email: mercer@lacollege.edu		
37	LSU Shreveport	No	0
	Contact: Gina Starnes		
	One University Place, Room 230, Shreveport, LA 71115		
	318-797-5062		
	fax: 318-797-5366		
38	Craigslist	No	0
	accounts.craigslist.org/login		
39	Louisiana State University at Eunice	No	0
	Contact: Atina Wright		
	PO Box 1129 Room A-102, Eunice, LA 70535		
	337-550-1430		
	website: www.collegecentral.com/LSUE		
40	National Alliance of State Broadcasters Association	No	0
	website: careerpage.org		
	Loyola University New Orleans		
	Contact: Jamie Pollett		

41	6363 St. Charles Avenue, New Orleans, LA 40118	No	0
	504-865-3676		
	website: www.myinterfase.com/loyola/employer		
42	Walk In	No	1
43	UL Job Fair	No	0
	Contact: Kim Billeadeau		
	104 E. University Ave, Lafayette, LA 70504		
	337-262-5300		
44	Department of Veterans Affairs	No	0
	Contact: Ronald R Schroeder		
	3010 Knight Street Suite 110, Shreveport, LA 71105		
	318-861-3984		
45	RAB	No	0
	Contact: Bob Lawrence		
	1320 Greenway Drive, Ste. 500, Dallas, TX 75038		
	88-276-2729		
	email: blawrence@rab.com		
46	LinkedIn	No	0
47	Radio Online	No	0
48	Sportscasters Talent Agency of America	No	0
49	Indeed	No	
	www.indeed.com/hire		
TOTAL INTERVIEWEES DURING 12 MONTH PERIOD			15



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1	Scholarship	Delta Media stations promoted the Louisiana Association of Broadcasters Scholarship Program Announcement and PSA (Airdates: 12/20/2018-1/31/19)
2	Internship	Delta Media has established a relationship with the local University and offers an ongoing internship program. Students are able to receive credit for their internship through the accredited university program. Five (5) students participated.
3	Job Fair	Delta Media stations participated in four (4) job fairs. 1) ULL Spring 2018 Career Fair Febuary 28, 2018; 2) ULL Fall 2018 Career Fair September 25, 2018; 3) Leda Job Fair May 8, 2018 ; 4) Student Athlete Career Networking Night at UL September 25, 2018



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POSITIONS FILLED DURING REPORTING PERIOD

Job Title	Sources Used To Fill Position (Numbers correspond to the number used in the Recruitment Source List)	Source Referring Hiree
Account Executive	1-8, 9, 11, 18, 25, 31, 43, 46, 49, 50	Professional Reference
Account Executive	1-8, 9, 11, 18, 25, 31, 43, 46, 49, 50	Professional Reference
Account Executive	1-8, 9, 11, 18, 25, 31, 43, 46, 49, 50	Professional Reference
Account Executive	1-8, 9, 11, 18, 25, 31, 43, 46, 49, 50	Professional Reference
Account Executive	1-8, 9, 11, 18, 25, 31, 43, 46, 49, 50	Professional Reference
Digital Strategic Specialist	1-8, 9, 11, 18, 25, 31, 43, 46, 49, 50	Indeed.com
Operations Manager	1-8, 9, 11, 18, 25, 31, 43, 46, 49, 50	All Access
Program Director	1-8, 9, 11, 18, 25, 31, 43, 46, 49, 50	All Access
Traffic Assistant	1-8, 9, 11, 18, 25, 31, 43, 46, 49, 50	Referred by friend
Administrative Assistant	1-8, 9, 11, 18, 25, 31, 43, 46, 49, 50	Referred by friend
On Air Personality	6,26	Station Website
On Air Personality	6,26	Station Website
On Air Personality	6,26	Station Website
On Air Personality	6,26	Station Website
On Air Personality	6,26	Professional Reference
On Air Personality	6,26	Professional Reference
On Air Personality	6,26	Professional Reference
On Air Personality	6,26	Professional Reference
Board Op	2,6	Station Website
Board Op	2,6	Station Website
Board Op	2,6	Station Website
Board Op	2,6	Station Website



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Equal Employment Opportunity Public File Report

February 1, 2018 - January 31, 2019

RECRUITMENT SOURCE LIST

No.	Recruitment Source (Name, address, contact person, telephone number)	Entitled to Vacancy Notification (Yes/No)	No. Interviewees Referred During Reporting Period by Source
1	LAB	No	0
	Contact: Polly Prince Johnson		
	www.broadcasters.org		
	660 Florida Street, Baton Rouge, LA 70801 225-267-4522		
2	University of Louisiana at Lafayette	No	1
	Contact: Kim Billeadeau		
	104 E. University Ave, Lafayette, LA 70504 337-262-5300		
	careerservices.louisiana.edu		
3	Acadianahelpwanted.com	No	7
	Contact: Shelby Marion		
	6465 Greenwood Plaza Blvd. Ste. 400, Centennial, CO 80111 303-562-0236		
4	LEDA	No	0
	Contact: Ryan Lagrange		
	211 E. Deval Court, Lafayette LA 70504 337-593-1400		
	lafayette.org/jobs		
5	In House Recruitment	No	0
	Contact: Chuck Wood		
	3501 NW Evangeline Thruway, Carencro LA 70520 337-896-1600		
6	KXKW-FM, KLWB-FM, KFXZ-FM, KYMK-FM, KOGM-FM	No	5
	Contact: Chuck Wood		
	3501 NW Evangeline Thruway, Carencro LA 70520 337-896-1600		
7	Referred by Friend	No	2
8	Professional Reference	No	6

9	NAACP	No	0
	Contact: Janelle Chagois		
	604 St. John Street, Lafayette, LA 70501		
	337-233-4262		
10	United Negro College Fund	No	0
	Contact: Sylvia Waler		
	8260 Willow Oaks Corporate Drive, Fairfax, VA 22031		
	225-820-0165		
11	Hispanic Chamber of Commerce	No	0
	Contact: Darlene Kattan		
	PO Box 58031, Metairie, LA 70158		
	504-885-4262		
12	Monroe Women's Business & Professional Association	No	0
	Contact: Judy Wilson		
	6011 Desiard #40, Monroe, LA 71209		
	318-342-8807		
13	Urban League of New Orleans	No	0
	Contact: Gilda Ebanks		
	2912 Canal Street, New Orleans, LA 70119		
	504-620-2332		
14	National Council of Negro Women	No	0
	Contact: Pamela White		
	PO Box 8013, New Orleans, LA 70182		
	504-827-0050		
15	Army Career and Alumni Program	No	0
	Contact: Tami B Culbreath		
	7950 Alabama Ave. Bldg. 2155 Ste. 105, Fort Polk, LA 71459		
	337-531-1591		
16	LSU	No	0
	Contact: Amy Caillouet		
	1502 Patrick F Taylor Hall, Baton Rouge, LA 70803		
	225-578-2162		
17	Website: lafayetteradioadvertising.com	No	0
	Contact: Dave Landry		
	1749 Betrand Drive, Lafayette, LA 70506		
	337-233-6000		
18	Southern University of Baton Rouge	No	0
	Contact: Tamara Montgomery		
	PO Box 10400, Baton Rouge, LA 70813		
	225-771-4500		
19	Louisiana Tech Career College	No	0
	email: careercenter@latech.edu		
	305 Wisteria Street, Ruston, LA 71272		
	318-257-4336		
	Southeastern University		
	Contact: Stormy Bougeois		

20	548 Western Ave. Hammond, LA 70402 website: www.selu.edu/career 985-549-2121	No	0
21	McNeese State University Contact: Cheryl Bellard 4205 Ryan St. Lake Charles, LA 80609 website: mcneese.edu/career 337-475-5612	No	0
22	Tulane University Contact: Michelle Elking 6823 St. Charles Ave. New Orleans, LA 70118 website: tulane-csm.symplicity.com/employers 504-865-5000	No	0
23	Delgado Community College Contact: Brian Simon 615 City Park Ave. New Orleans, LA 70119 email: bsimon@dcc.edu 504-671-5000	No	0
24	Our Lady of Holy Cross College Contact: Jennifer Tubwell 4123 Woodland Drive, New Orleans, LA 70131 email: jtubwell@lhcc.edu 504-394-7744	No	0
25	Southern University of New Orleans Contact: Joe Marion 6400 Press Drive, New Orleans, LA 70126 email: jmarion@suno.edu 504-286-5389	No	0
26	LA Works / Department of Labor Contact: Greg Ganier 1001 N. 23rd Street, Baton Rouge, LA 70802 337-948-1377	No	0
27	Allaccess.com Contact: Mark Capuano 11 Music Circle Suite 101, Nashville, TN 37203 615-252-6400	No	2
28	Louisianagrads.com Contact: Tara email: tara@businessreport.com	No	0
29	AMFMJOBS.com Contact: Mark Holloway PO Box 4116, Oceanside, CA 92052 800-374-0119	No	0
30	Remington College Contact: Melanie Wallace 118 Rue Fontaine, Lafayette, LA 70508 337-981-4010	No	0

	email: melanie.wallace@remingtoncollege.edu		
31	Grambling University	No	0
	Contact: Johnny Patterson		
	403 Main Street, Grambling, LA 71245		
	318-274-2346		
	email: millagea@gram.edu		
32	Allaboutcountry.com	No	0
	Contact: Kim Hennes		
	311 E. Center Avenue, Lake Bluff, IL 60044		
	910-520-9154		
	email: kim@allaboutcountry.com		
33	Traffic Directors Guild of America	No	0
	Contact: Larry Keene		
	1000 Avenida Aeropuerto Bldg. 114 San Juan Capistrano, CA 92676		
	949-429-7063		
	email: tdge@earthlink.net		
34	Freeman School of Business - Tulane	No	0
	Contact: Ira Soloman		
	1777 McAlister Drive, Tulane University, New Orleans, LA 70118		
	504-865-5000		
	email: careers@tulane.edu		
35	Glass Media	No	0
	Contact: James Glass		
	18920 Misty Lake Drive, Cleveland, OH 44136		
	440-539-0234		
	radiowatch@glassmedia.biz		
36	Louisiana College	No	0
	Contact: Mercer		
	1140 College Drive, Pineville, LA 71360		
	318-487-7011		
	email: mercer@lacollege.edu		
37	LSU Shreveport	No	0
	Contact: Gina Starnes		
	One University Place, Room 230, Shreveport, LA 71115		
	318-797-5062		
	fax: 318-797-5366		
38	Craigslist	No	0
	accounts.craigslist.org/login		
39	Louisiana State University at Eunice	No	0
	Contact: Atina Wright		
	PO Box 1129 Room A-102, Eunice, LA 70535		
	337-550-1430		
	website: www.collegecentral.com/LSUE		
40	National Alliance of State Broadcasters Association	No	0
	website: careerpage.org		
	Loyola University New Orleans		
	Contact: Jamie Pollett		

41	6363 St. Charles Avenue, New Orleans, LA 40118	No	0
	504-865-3676		
	website: www.myinterfase.com/loyola/employer		
42	Walk In	No	2
43	UL Job Fair	No	0
	Contact: Kim Billeadeau		
	104 E. University Ave, Lafayette, LA 70504 337-262-5300		
44	Department of Veterans Affairs	No	0
	Contact: Ronald R Schroeder		
	3010 Knight Street Suite 110, Shreveport, LA 71105 318-861-3984		
45	RAB	No	0
	Contact: Bob Lawrence		
	1320 Greenway Drive, Ste. 500, Dallas, TX 75038 88-276-2729		
	email: blawrence@rab.com		
46	LinkedIn	No	0
47	Radio Online	No	0
48	Sportscasters Talent Agency of America	No	0
49	Indeed	No	2
	www.indeed.com/hire		
50	SLCC	No	1
	Contact:		
	320 Devalcourt St 337-521-9000		
TOTAL INTERVIEWEES DURING 12 MONTH PERIOD			28

Exhibit B

Attachment in response to paragraph (b), available communications announcing job openings listed in the two most recent EEO Public File Reports, including on-air announcement logs and copy, as required by the audit letter.

Attached on the following pages are all communications announcing job openings listed in the employment unit, as well as documentation of log sheets with times that recruitment ads aired as well as ad copy.

On air recruitment ads aired between the dates of 12/11/17 – 6/30/18 and 9/22/18 – 11/30/18.

Wilderness has retained log sheets for each time the ads aired.

Strategic Digital Specialist

Position Summary

Responsible for generating and growing digital marketing service revenue for the company. Will be the market's subject matter expert on digital services and will work, both independently and in conjunction with the Delta Media's Sales team, to achieve budgeted revenue goals in the digital marketing services area. The Specialist will achieve this by professionally and effectively selling Delta Media's digital products and inventories (including but not limited to targeted video, digital audience and reach extensions, SEO/SEM, and sponsorships) with the intent to advance client objectives.

1+ years of digital marketing or media sales preferred

Significant knowledge of the local digital marketing services product offering and it's effective use for clients

Motivated, enthusiastic, self-starter who is able to work effectively both independently and collaborating in a team environment

Effective communication and client presentation skills

Ability to interact with high-level decision makers

Ability to execute in an organization through collaboration and consultative process

Excellent follow-up, strong organizational skills and attention to detail

Proven ability to meet and exceed sales goals

Up to date on latest trends in digital marketing service industry

Resourceful, self-motivated and a skillful multi-tasker

Proficiency in Excel, PowerPoint and ability to become proficient on in-house sales systems

Essential Duties and Responsibilities

Responsibilities:

Digital marketing sales lead and subject matter expert at Delta Media

Develop and execute sales training, strategies and tactics that result in exceeding personal and company revenue targets

Establish, maintain and grow meaningful client relationships

Generate new digital marketing services business and grow business from existing clients

Be an effective educator and ambassador both internally and externally on the benefits of digital marketing for clients

Meaningful contributor in sales meetings on digital marketing topics (ex. best practice sharing, industry trends)

Be an effective partner with Delta Media's sales team in generating synergy revenue

Ability to communicate consistently and effectively with clients

Ability to present and collaborate with Delta Media's Account Executives in a team presentation setting.

Please send resume via email to Shanae Richard at shanae@deltamediacorp.com

DELTA MEDIA IS AN EQUAL OPPORTUNITY EMPLOYER

Account Executive

Do You Consider Yourself Strong-Willed, Forceful and Determined?

Do you feel that you would be earning more if you could make the switch to sales?

ACCOUNTIBILITIES

Create quality sales presentations and accurate sales orders

Seek information from clients, present appropriate solutions for customers' needs

Adjust schedule to fit priority situations

Communicate with others in the organization to ensure completion of projects

Update and maintain internal and external databases and develop systems to track results of company products

Provide quality internal and external customer service supporting the company's values

Obtain research and qualitative and retail information and various other demographic research for inclusion in proposals

Perform other duties as assigned

ESSENTIAL JOB FUNCTIONS

Must have current driver's license and good driving record with proof of insurance coverage

Travel required to meet with agency customers and attend trade shows

JOB QUALIFICATIONS

High School diploma or equivalent required. College degree preferred.

Proficiency with Microsoft Office software

Strong professional verbal and written communication skills

Exemplary people and relationship management skills

Ability to multi-task, prioritize, and organize effectively

Demonstrated problem solving skills

Proven successful selling and negotiation skills

Demonstrated self-starter with ability to take ownership and initiative

WORK EXPERIENCE

Track record of consistent, strong performance of life skills – have you been “knocked down and come up swinaina?”

Do you have an entrepreneurial outlook?

Two years advertising sales experience would be good, but we are open to newcomers

All resumes should be sent to:

Shanae Richard

shanae@deltamediacorp.com

Media Traffic/Billing Assistant

Acadiana's only *true* locally owned multimedia company seeks reliable and motivated individual for a *Full time clerical position available in our traffic department. Traffic assistant will work as a liaison between Account Executives, Production/Digital Staff, and Management. The ideal candidate is driven, organized, creative, and a team player with great communication skills.*

ACCOUNTIBILITIES

- Provide clerical support to Account Executives, Management, and Production/Digital Staff in order to accommodate advertisers.
- Daily use of software to schedule inventory
- Posting of daily logs and preparing of daily reports
- Communicate with others in the organization to ensure completion of projects
- Perform other duties as assigned

JOB QUALIFICATIONS

- High School diploma or equivalent required. College education preferred.
- Proficiency with Microsoft Office software
- Strong professional verbal and written communication skills
- Ability to multi-task, prioritize, and organize effectively
- Demonstrated self-starter with ability to take initiative

All resumes should be sent to: Shanae Richard

shanae@deltamediacorp.com

Office Administrator Assistant

Responsible for both clerical and accounting tasks such as billing, bank deposits, Excel accounting, spreadsheets, preparing documents, answering phones, filing and more.

Experience a plus.

Please send resume to beth@delta-network.com

KLWB-FM Program Log

Tuesday, March 27, 2018

Operator SignOn _____

Operator SignOff _____

Operator SignOn _____

Operator SignOff _____

LogTime	CopyID	Description	Length	Cost	LogType	Note	OrderLineID
5:30:32 AM	00008098	Airtime Media	:60	0.00	CM	Spot	2882-003.01
5:31:33 AM	00014387	Gary's Body and Paint	:30	7.50	CM	Spot	3883-003.04
5:32:03 AM	00008908	Arserment Machine Supply	:30	0.00	CM	Spot	2893-015.01
5:32:33 AM	00014938	Golfballs.com - BONUS	:30	0.00	CM	Spot	2976-014.01
5:33:04 AM	00009774	Westwood One - Arm & Hammer	:30	0.00	CM	Spot	3829-897.23
5:33:34 AM	00015457	Premiere - Jc Penney	:30	0.00	CM	Spot	3973-353.34
5:34:05 AM	00009620	Revenue Frontier	:60	0.00	CM	Spot	3979-001.01
5:47:36 AM	00015460	Westwood One - CVS	:30	0.00	CM	Spot	3829-898.30
5:48:07 AM	00015455	Westwood One - Home Depot	:30	0.00	CM	Spot	3829-898.12
5:48:37 AM	00015468	Westwood One- Geico Insurance	:30	0.00	CM	Spot	3829-900.09
5:49:07 AM	00015393	JP Thibodeaux - Nissan March 18	:60	10.00	CM	Spot	2942-077.08
5:50:08 AM	00015300	Certified South Louisiana 2 - POD 1 (MAR 2018)	:60	0.00	CM	Spot	3678-001.01
6:16:05 AM	00015460	Westwood One - CVS	:30	0.00	CM	Spot	3829-898.30
6:16:36 AM	00012923	Bart Bernard	:30	0.00	CM	Spot	4079-004.02
6:17:07 AM	00015391	JP Thibodeaux - Honda March 18	:60	10.00	CM	Spot	2942-077.08
6:18:07 AM	00015455	Westwood One - Home Depot	:30	0.00	CM	Spot	3829-898.12
6:30:17 AM	00015300	Certified South Louisiana 2 - POD 1 (MAR 2018)	:60	0.00	CM	Spot	3678-001.01
6:31:18 AM	00009774	Westwood One - Arm & Hammer	:30	0.00	CM	Spot	3829-899.29
6:31:47 AM	00013894	Delta Media Corp. - Recruitment	:60	0.00	CM	Spot	2658-055.01
6:46:30 AM	00015261	Delta Media Promo - Astros Weekends - April 14	:60	0.00	CM	Promo	3738-367.01
6:47:30 AM	00012924	Bart Bernard	:30	0.00	CM	Spot	4079-004.02
6:48:00 AM	00009774	Westwood One - Arm & Hammer	:30	0.00	CM	Spot	3829-899.29
6:48:30 AM	00014387	Gary's Body and Paint	:30	7.50	CM	Spot	3883-003.04
6:57:50 AM	00012941	Westwood One - Progressive	:30	0.00	CM	Spot	3829-899.32
6:58:20 AM	00015282	Musson Patout	:30	14.00	CM	Spot	3343-047.09
6:58:50 AM	00015298	Certified South Louisiana - POD 3 (MAR 2018)	:60	0.00	CM	Spot	3512-001.01
7:17:53 AM	00014888	Westwood One-Napa Auto Parts	:30	0.00	CM	Spot	3829-900.06
7:18:23 AM	00012927	Bart Bernard	:30	0.00	CM	Spot	4079-004.02
7:30:12 AM	00001690	House- LSU Sports Updates	:60	0.00	CM	Spot	2692-066.03
7:19:54 AM	00012941	Westwood One - Progressive	:30	0.00	CM	Spot	3829-899.32
7:18:54 AM	00015296	Certified South Louisiana - POD 1 (MAR 2018)	:60	0.00	CM	Spot	3512-001.01
7:31:10 AM	00013894	Delta Media Corp. - Recruitment	:60	0.00	CM	Spot	2658-055.01
7:32:10 AM	00009774	Westwood One - Arm & Hammer	:30	0.00	CM	Spot	3829-897.23
7:45:04 AM	00009774	Westwood One - Arm & Hammer	:30	0.00	CM	Spot	3829-899.29
7:45:35 AM	00015276	Pont Breaux Cajun Restaurant - Louisiana Gold	:30	0.00	CM	Spot	2761-196.06
7:46:06 AM	00013690	Gulf Coast Homes	:30	*****	CM	Spot	4085-001.06
7:46:36 AM	00015283	Musson Patout	:30	14.00	CM	Spot	3343-047.09
7:47:06 AM	00014207	Lafayette Roofing	:30	*****	CM	Spot	3710-008.01
7:57:50 AM	00015261	Delta Media Promo - Astros Weekends - April 14	:60	0.00	CM	Promo	3738-367.01
7:58:50 AM	00015301	Certified South Louisiana 2 - POD 2 (MAR 2018)	:60	0.00	CM	Spot	3678-001.01
8:17:11 AM	00015392	JP Thibodeaux - Kia March 18	:60	10.00	CM	Spot	2942-077.08
8:18:42 AM	00015217	Petroleum Club (TRADE) - 2018 Image Campai	:60	30.00	CM	Spot	3609-002.01
8:30:25 AM	00015302	Certified South Louisiana 2 - POD 3 (MAR 2018)	:60	0.00	CM	Spot	3678-001.01

KOGM 107.1 Program Log

Wednesday, December 13, 2017

Operator SignOn _____

Operator SignOff _____

Operator SignOn _____

Operator SignOff _____

LogTime	CopyID	Description	Length	LogType	Note	OrderLineID
1:16:59 PM	00013898	Premiere Radio Networks/ Mix Group - Aaron Sale	:30	CM	Spot	3965-087.20
1:17:29 PM	00013821	Westwood One - Country Plan	:30	CM	Spot	3829-684.06
1:17:59 PM	00011855	Acadian Implement & Tractor	:60	CM	Spot	3898-003.01
1:18:59 PM	00013293	Certified South Louisiana - POD 5 (NOV 2017)	:60	CM	Spot	3512-001.01
1:46:19 PM	00012930	Bart Bernard	:30	CM	Spot	4079-003.01
1:46:49 PM	00013894	Delta Media Corp. - Recruitment	:60	CM	Spot	2658-055.01
1:47:49 PM	00013839	Premiere Radio Networks / Production Vault Rock -	:30	CM	Spot	3432-043.12
1:48:19 PM	00011544	Certified South Louisiana 2 - POD 4 (July 2017)	:60	CM	Spot	3678-001.01
2:18:33 PM	00013858	Musson Patout	:30	CM	Spot	3343-043.30
2:19:03 PM	00013665	Pont Breaux Cajun Restaurant - Raylon and Flat To	:30	CM	Spot	2761-188.03
2:19:33 PM	00013868	United Stations - USPS	:30	CM	Spot	3973-259.26
2:20:03 PM	00013826	Westwood One -Gap Outlet	:30	CM	Spot	3829-686.05
2:20:34 PM	00012193	Certified South Louisiana 2 - POD 5 (Sept 2017)	:60	CM	Spot	3678-001.01
2:45:18 PM	00013857	Musson Patout	:30	CM	Spot	3343-043.30
2:45:48 PM	00012931	Bart Bernard	:30	CM	Spot	4079-003.01
2:46:18 PM	00013809	Westwood One - Target	:30	CM	Spot	3829-685.21
2:46:48 PM	00013444	Westwood One - Taco Bell	:30	CM	Spot	3829-687.07
2:47:18 PM	00013292	Certified South Louisiana - POD 3 (NOV 2017)	:60	CM	Spot	3512-001.01
3:14:27 PM	00013858	Musson Patout	:30	CM	Spot	3343-043.30
3:14:57 PM	00013762	Ace Plumbing	:60	CM	Spot	3050-008.33
3:15:57 PM	00013444	Westwood One - Taco Bell	:30	CM	Spot	3829-685.09
3:16:27 PM	00013687	Certified South Louisiana - POD 4 (NOV 2017)	:60	CM	Spot	3512-001.01
3:41:15 PM	00013857	Musson Patout	:30	CM	Spot	3343-043.30
3:41:45 PM	00006857	Cypress Bayou Casino	:30	CM	Spot	3063-055.09
3:42:15 PM	00013665	Pont Breaux Cajun Restaurant - Raylon and Flat To	:30	CM	Spot	2761-188.03
3:42:45 PM	00013280	BKE Hydraulics	:30	CM	Spot	4074-002.05
3:43:15 PM	00013688	Certified South Louisiana 2 - POD 3 (NOV 2017)	:60	CM	Spot	3678-001.01
4:15:20 PM	00013858	Musson Patout	:30	CM	Spot	3343-043.31
4:15:51 PM	00013867	Premiere Radio Networks/ Mix Group - Boot Barn/	:30	CM	Spot	3965-087.08
4:16:21 PM	00013570	Steve Riley Productions (TRADE)	:60	CM	Spot	4013-003.03
4:17:23 PM	00012131	Certified South Louisiana - POD 1(Sep 2017)	:60	CM	Spot	3512-001.01
4:41:10 PM	00013857	Musson Patout	:30	CM	Spot	3343-043.31
4:41:40 PM	00013899	Fun Jumps USA	:30	CM	Spot	4105-002.01
4:42:10 PM	00013894	Delta Media Corp. - Recruitment	:60	CM	Spot	2658-055.01
4:43:10 PM	00012522	Certified South Louisiana 2 - POD 1 (Sep 2017)	:60	CM	Spot	3678-001.01
5:15:16 PM	00013858	Musson Patout	:30	CM	Spot	3343-043.31
5:15:46 PM	00006857	Cypress Bayou Casino	:30	CM	Spot	3063-055.09
5:16:17 PM	00012740	Acadian Credit Plan	:30	CM	Spot	4028-003.06
5:16:47 PM	00013444	Westwood One - Taco Bell	:30	CM	Spot	3829-685.09

KFXZ-FM 105.9 Program Log

Tuesday, April 24, 2018

Operator SignOn _____

Operator SignOff _____

Operator SignOn _____

Operator SignOff _____

LogTime	CopyID	Description	Length	LogType	Note	OrderLineID
9:23:27 AM	00015803	Westwood One - Progressive Insuranc	:30	CM	Spot	3829-949.04
9:23:57 AM	00015750	Children's Eye Clinic	:60	CM	Spot	3685-022.01
9:24:57 AM	00015349	Aurn - Indeed	:30	CM	Spot	3974-199.95
9:25:27 AM	00008770	Delta Media Promo - Account Executive	:60	CM	Spot	2658-055.02
9:26:27 AM	00016106	Certified South Louisiana - POD 1 (APRIL 2018)	:60	CM	Spot	3512-001.01
9:57:10 AM	00012924	Bart Bernard	:30	CM	Spot	4079-005.02
9:53:39 AM	00015794	Westwood One- Sterling Jewlers	:30	CM	Spot	3829-950.05
9:55:10 AM	00015820	Aurn - ADT	:30	CM	Spot	3974-198.35
9:55:40 AM	00015745	Musson Patout	:30	CM	Spot	3343-048.13
9:54:09 AM	00015862	Cullen Washington	:60	CM	Spot	4158-001.01
9:56:10 AM	00016071	Certified South Louisiana 2 - POD 2 (APRIL 2018)	:60	CM	Spot	3678-001.01
10:22:55 AM	00015803	Westwood One - Progressive Insuranc	:30	CM	Spot	3829-949.04
10:23:26 AM	00015652	Premiere - Home depot	:30	CM	Spot	3965-144.16
10:23:56 AM	00015595	Aurn - SPM	:30	CM	Spot	3974-199.70
10:24:25 AM	00014289	Billy's Boudin & Cracklins	:30	CM	Spot	2757-016.37
10:24:55 AM	00014469	Ace Plumbing	:60	CM	Spot	3050-012.14
10:25:55 AM	00015302	Certified South Louisiana 2 - POD 3 (MAR 2018)	:60	CM	Spot	3678-001.01
10:53:50 AM	00012927	Bart Bernard	:30	CM	Spot	4079-005.02
10:54:20 AM	00015528	Westwood One- Home Depot	:30	CM	Spot	3829-950.06
10:52:50 AM	00015783	Pizza Artista	:60	CM	Spot	3810-011.02
10:54:51 AM	00015755	JP Thibodeaux	:60	CM	Spot	2942-078.12
10:55:51 AM	00015299	Certified South Louisiana - POD 4 (MAR 2018)	:60	CM	Spot	3512-001.01
11:17:58 AM	00015528	Westwood One- Home Depot	:30	CM	Spot	3829-950.06
11:18:29 AM	00015376	Premiere - State Farm	:30	CM	Spot	3964-060.24
11:18:59 AM	00015761	Aurn - McDoanlds	:30	CM	Spot	3974-199.94
11:19:29 AM	00015683	T-Mobile Comm	:60	CM	Spot	4154-001.05
11:20:29 AM	00015845	United Stations - Staples	:30	CM	Spot	3973-376.35
11:20:59 AM	00015298	Certified South Louisiana - POD 3 (MAR 2018)	:60	CM	Spot	3512-001.01
11:46:13 AM	00012928	Bart Bernard	:30	CM	Spot	4079-005.02
11:46:43 AM	00015794	Westwood One- Sterling Jewlers	:30	CM	Spot	3829-950.05
11:47:13 AM	00015746	Musson Patout	:30	CM	Spot	3343-048.14
11:47:43 AM	00008770	Delta Media Promo - Account Executive	:60	CM	Spot	2658-055.03
11:45:15 AM	00016093	Evangeline Downs- Promo	:30	CM	Promo	1425-056.02
11:48:43 AM	00016071	Certified South Louisiana 2 - POD 2 (APRIL 2018)	:60	CM	Spot	3678-001.01
12:19:01 PM	00015753	JP Thibodeaux	:60	CM	Spot	2942-078.12
12:20:01 PM	00015794	Westwood One- Sterling Jewlers	:30	CM	Spot	3829-948.19
12:20:32 PM	00015547	Aurn - PSA	:60	CM	Spot	3974-199.72
12:21:32 PM	00014280	United Stations - Progressive	:30	CM	Spot	3973-376.34
12:22:02 PM	00015300	Certified South Louisiana 2 - POD 1 (MAR 2018)	:60	CM	Spot	3678-001.01
12:49:43 PM	00012930	Bart Bernard	:30	CM	Spot	4079-005.02
12:50:13 PM	00015783	Pizza Artista	:60	CM	Spot	3810-011.02
12:51:13 PM	00014950	Westwood One - KAO Brands	:30	CM	Spot	3829-949.08

Delta Media Promo
Account Executive
Sales: Chuck Wood, Shanae Richard

Words: 173 Chars: 993
Len: 60.0 (Est. Len.: 53.7)
Cart: 00008770

Due: 01-03-17
Run: 01-03-17 — 06-30-18
KLWB-FM, KOGM-FM, KSLO-AM/FM, KFXZ-FM, KVOL-AM, KYMK-FM

Script

Do you feel that you would be earning more if you could make the switch to sales? My name is Chuck Wood, I am the General Manager for Delta Media, Acadiana's only true locally owned multimedia company and I am looking for talented and motivated individuals to join our Media Sales team. If you've got what it takes you'll be helping local businesses succeed by creating and selling marketing solutions. Our media includes Television, Radio and Interactive assets. But - and here's the catch - I am only looking for driven, persuasive, highly motivated winners with great communication skills. Prior media sales experience is helpful, but NOT NECESSARY. What I am looking for are people with the heart and blood of winners! A complete list of the job qualifications and accountabilities can we found in our ad on delta media corp dot com. Send your resume to Shanae Richard at Shanae at Delta Media Corp dot com, that's Delta Media C O R P dot com. Delta Media is an equal opportunity employer.

AD TYPE

- Promo

PROD NOTES

I will cut this commercial.

MUSIC BED

VOICE PREF

male

PRONUNCIATION

KYMK-FM 106.3 Program Log

Wednesday, June 6, 2018

Operator SignOn _____

Operator SignOff _____

Operator SignOn _____

Operator SignOff _____

LogTime	CopyID	Description	Length	LogType	Note	OrderLineID
1:22:17 PM	00014469	Ace Plumbing	:60	CM	Spot	3050-015.16
1:23:17 PM	00016324	All Wood Furniture	:30	CM	Spot	4015-009.01
1:23:47 PM	00016156	Certified South Louisiana 2 - Pod 1 (MAY 2018) (K	:60	CM	Spot	3678-001.14
1:44:52 PM	00016411	Delta Media Promo - Tiger Road Trip 2018	:60	CM	Spot	3738-388.01
1:45:52 PM	00015111	Cypress Bayou Casino - Delta Media 2018 Radio	:30	CM	Spot	3063-062.15
1:46:22 PM	00016120	LAB - Attorney Gen - HUD	:30	CM	Spot	2613-017.10
1:46:53 PM	00016129	Certified South Louisiana - POD 2 (MAY 2018) (KO	:60	CM	Spot	3512-001.01
2:21:23 PM	00015867	Delta Media Promo - Astros Weekends - July 14 &	:30	CM	Promo	3738-393.01
2:21:53 PM	00017000	Westwood One - Home Depot	:30	CM	Spot	3829-1044.21
2:22:23 PM	00016134	Certified South Louisiana - POD 3 - (MAY 2018) (K	:60	CM	Spot	3512-001.01
2:44:30 PM	00017006	Delta Media Corp. - Recruitment	:60	CM	Spot	2658-055.03
2:45:30 PM	00012924	Bart Bernard	:30	CM	Spot	4079-001.02
2:46:00 PM	00016574	United Stations - Carfax	:30	CM	Spot	3973-416.37
3:21:18 PM	00017006	Delta Media Corp. - Recruitment	:60	CM	Spot	2658-055.04
3:22:18 PM	00014467	Bulldog Safety Services	:30	CM	Spot	4075-003.23
3:46:05 PM	00015867	Delta Media Promo - Astros Weekends - July 14 &	:30	CM	Promo	3738-393.01
3:46:35 PM	00012927	Bart Bernard	:30	CM	Spot	4079-001.02
3:47:05 PM	00016527	The Golf Connection	:30	CM	Spot	2698-018.01
3:47:35 PM	00016139	Certified South Louisiana - POD 4 - (MAY 2018) (K	:60	CM	Spot	3512-001.01
4:23:16 PM	00016411	Delta Media Promo - Tiger Road Trip 2018	:60	CM	Spot	3738-388.01
4:24:16 PM	00017018	Westwood One - Tracfone Wireless	:30	CM	Spot	3829-1044.20
4:24:46 PM	00015111	Cypress Bayou Casino - Delta Media 2018 Radio	:30	CM	Spot	3063-062.24
4:25:16 PM	00016140	Certified South Louisiana - POD 5 - (MAY 2018) (K	:60	CM	Spot	3512-001.01
4:46:05 PM	00017006	Delta Media Corp. - Recruitment	:60	CM	Spot	2658-055.04
4:47:05 PM	00012928	Bart Bernard	:30	CM	Spot	4079-001.02
5:20:12 PM	00015867	Delta Media Promo - Astros Weekends - July 14 &	:30	CM	Promo	3738-393.01
5:20:42 PM	00016324	All Wood Furniture	:30	CM	Spot	4015-009.01
5:21:12 PM	00014468	Ace Plumbing	:60	CM	Spot	3050-015.27
5:44:55 PM	00015867	Delta Media Promo - Astros Weekends - July 14 &	:30	CM	Promo	3738-393.01
5:45:25 PM	00012930	Bart Bernard	:30	CM	Spot	4079-001.02
5:45:56 PM	00016217	Valerie Sassyfras	:30	CM	Spot	4165-001.01

KLWB-FM Program Log

Wednesday, October 10, 2018

Operator SignOn _____

Operator SignOff _____

Operator SignOn _____

Operator SignOff _____

LogTime	CopyID	Description	Length	Cost	LogType	Note	OrderLineID
10:58:31 AM	00019103	Westwood One- Indeed.com	:30	0.00	CM	Spot	3829-1305.16
10:59:02 AM	00019096	Certified South Louisiana - POD 5 - (OCT 2018)	:60	0.00	CM	Spot	3512-001.01
11:00:00 AM		The Jim Rome Show					
11:20:09 AM	00019103	Westwood One- Indeed.com	:30	0.00	CM	Spot	3829-1305.16
11:20:40 AM	00018469	Pont Breaux Cajun Restaurant - Weekends	:30	0.00	CM	Spot	2761-247.02
11:21:10 AM	00018216	The Golf Connection	:60	0.00	CM	Spot	2698-017.09
11:22:10 AM	00016126	Certified South Louisiana - POD 1 (MAY 2018) (	:60	0.00	CM	Spot	3512-001.01
11:36:46 AM	00017354	Delta Media Promo - Family Is Everything - Ante	:30	0.00	CM	Promo	3738-211.04
11:37:16 AM	00012924	Bart Bernard	:30	0.00	CM	Spot	4079-004.02
11:37:46 AM	00009193	Westwood One - Discover Card	:30	0.00	CM	Spot	3829-1305.17
11:38:16 AM	00015597	Louisiana One Call	:30	0.00	CM	Spot	4141-001.08
11:38:46 AM	00015073	Delta Media PSA	:30	0.00	CM	Spot	3741-003.03
11:56:16 AM	00019103	Westwood One- Indeed.com	:30	0.00	CM	Spot	3829-1300.16
11:56:46 AM	00013782	LAB - Louisiana Army National Guard	:30	0.00	CM	Spot	2613-017.10
11:57:16 AM	00018033	Golfballs.com	:30	0.00	CM	Spot	2976-014.02
11:57:46 AM	00008099	Airtime Media	:60	0.00	CM	Spot	2882-003.01
11:58:47 AM	00009620	Revenue Frontier	:60	0.00	CM	Spot	3979-001.01
12:00:00 PM		The Jim Rome Show					
12:18:47 PM	00009193	Westwood One - Discover Card	:30	0.00	CM	Spot	3829-1305.17
12:19:18 PM	00018544	Pont Breaux Cajun Restaurant - Blake Miller	:30	0.00	CM	Spot	2761-253.01
12:19:48 PM	00016023	Louisiana One Call - LOC 2018 Endorsements	:15	25.00	CM	Spot	4141-001.04
12:20:03 PM	00019115	Compass Media Marketing - Goldman Sachs	:30	0.00	CM	Spot	4170-074.05
12:20:33 PM	00016128	Certified South Louisiana - POD 2 (MAY 2018) (	:60	0.00	CM	Spot	3512-001.01
12:39:16 PM	00011998	Delta Media Promo - Star Trek Radio - H&I	:30	0.00	CM	Promo	3738-211.04
12:39:46 PM	00012927	Bart Bernard	:30	0.00	CM	Spot	4079-004.02
12:40:17 PM	00019103	Westwood One- Indeed.com	:30	0.00	CM	Spot	3829-1305.16
12:40:47 PM	00018489	Royal Day Spa - Acadiana Deals 10/12/18 - PR	:60	0.00	CM	Spot	3514-005.01
12:56:15 PM	00008098	Airtime Media	:60	0.00	CM	Spot	2882-003.01
12:57:18 PM	00019106	Westwood One - Staples	:30	0.00	CM	Spot	3829-1293.16
12:57:48 PM	00018033	Golfballs.com	:30	0.00	CM	Spot	2976-014.02
12:58:18 PM	00015074	Delta Media PSA	:30	0.00	CM	Spot	3741-003.03
12:58:49 PM	00009620	Revenue Frontier	:60	0.00	CM	Spot	3979-001.01
1:00:00 PM		The Jim Rome Show					
1:17:36 PM	00012928	Bart Bernard	:30	0.00	CM	Spot	4079-004.02
1:18:06 PM	00018489	Royal Day Spa - Acadiana Deals 10/12/18 - PR	:60	0.00	CM	Spot	3514-005.01
1:19:07 PM	00019055	Westwood One - Napa Auto Parts	:30	0.00	CM	Spot	3829-1291.16
1:19:37 PM	00016133	Certified South Louisiana - POD 3 (MAY 2018) (	:60	0.00	CM	Spot	3512-001.01
1:39:28 PM	00018544	Pont Breaux Cajun Restaurant - Blake Miller	:30	0.00	CM	Spot	2761-253.01
1:39:59 PM	00019103	Westwood One- Indeed.com	:30	0.00	CM	Spot	3829-1300.16
1:40:29 PM	00009839	LAB - LA Office of Tourism	:30	0.00	CM	Spot	2613-017.10
1:40:59 PM	00019017	Delta Media Corp. - Advantage Recruitment (Dig	:60	0.00	CM	Spot	2658-066.01
1:56:16 PM	00012001	Delta Media Promo - ME TV ALL	:30	0.00	CM	Promo	3738-211.04
1:56:47 PM	00009193	Westwood One - Discover Card	:30	0.00	CM	Spot	3829-1305.17
1:57:18 PM	00017424	The Bryson Law Firm - Settlements	:60	25.00	CM	Spot	2941-019.01
1:58:18 PM	00018033	Golfballs.com	:30	0.00	CM	Spot	2976-014.02

Delta Media Corp
60 AE Recruiting
Sales: Tom Poehler

Words: 114, Chars: 697
Len: 360.0 (Est. Len.: 37.7)
Cart: 00013894

Due: 12-08-17

Run: 12-11-17 — 12-31-17

KLWB-FM, KOGM-FM, KFXZ-FM, KYOL-AM, KYMK-FM

Script

Are you looking for a change? An opportunity to increase your income? Delta Media may be your answer! We are a local multimedia company with television, radio and digital assets. We are looking for talented, motivated individuals to join our media sales team. Delta Media provides training and management support! You'll be part of a positive work environment plus you'll have full benefits and unlimited earning potential! Media experience is helpful but not necessary. A complete list of qualifications and accountabilities can be found in our ad on Delta Media Corp dot com. Send your resume to Shanae Richard at Shanae at Delta Media Corp dot com. Delta Media is an equal opportunity employer.

AD TYPE

- Promo

PROD NOTES

MUSIC BED

VOICE PREF

male: Alan Michael

PRONUNCIATION

KOGM 107.1 Program Log

Tuesday, May 15, 2018

Operator SignOn _____

Operator SignOff _____

Operator SignOn _____

Operator SignOff _____

LogTime	CopyID	Description	Length	LogType	Note	OrderLineID
5:17:44 PM	00016272	Westwood One- NHTSA	:30	CM	Spot	3829-998.03
5:18:14 PM	00016067	Dupre Carrier Godchaux Agency	:30	CM	Spot	1015-125.22
5:18:44 PM	00015678	Don's Automotive	:30	CM	Spot	4018-006.08
5:19:14 PM	00013781	LAB - ZNGB7035000_LA	:30	CM	Spot	2613-017.10
5:20:14 PM	00015962	Southwest Volkswagen	:60	CM	Spot	3410-021.04
5:45:40 PM	00016110	Delta Media Promo - Astros Weekends - June 23 &	:30	CM	Promo	3738-383.01
5:46:10 PM	00016303	Musson Patout	:30	CM	Spot	3343-050.19
5:46:40 PM	00012922	Bart Bernard	:30	CM	Spot	4079-003.02
5:47:10 PM	00015923	Premiere - P&G	:30	CM	Spot	3965-154.26
5:47:40 PM	00016138	Certified South Louisiana - POD 4 - (MAY 2018) (K	:60	CM	Spot	3512-001.01
6:18:28 PM	00014469	Ace Plumbing	:60	CM	Spot	3050-014.26
6:19:27 PM	00015906	Westwood One - Taco Bell	:30	CM	Spot	3829-1000.03
6:19:57 PM	00016110	Delta Media Promo - Astros Weekends - June 23 &	:30	CM	Promo	3738-383.01
6:20:27 PM	00016141	Certified South Louisiana - POD 5 - (MAY 2018) (K	:60	CM	Spot	3512-001.01
6:48:48 PM	00016304	Musson Patout	:30	CM	Spot	3343-050.19
6:49:18 PM	00012923	Bart Bernard	:30	CM	Spot	4079-003.02
6:49:48 PM	00012159	Westwood One - Discover Card	:30	CM	Spot	3829-1001.04
6:50:18 PM	00016298	Delta Media Corp. - Recruitment	:60	CM	Spot	2658-055.04
6:51:18 PM	00015564	Premiere - USPS	:30	CM	Spot	3965-154.27
7:13:54 PM	00016207	Delta Media Promo - DELTA MEDIA BLOOD DRIV	:30	CM	Spot	3738-386.01
7:14:24 PM	00012924	Bart Bernard	:30	CM	Spot	4079-003.02
7:14:54 PM	00015564	Premiere - USPS	:30	CM	Spot	3965-154.27
7:15:24 PM	00015906	Westwood One - Taco Bell	:30	CM	Spot	3829-1000.03
7:15:54 PM	00016286	United Stations - Progressive	:30	CM	Spot	3973-396.34
7:16:25 PM	00016121	LAB - LACAC	:30	CM	Spot	2613-017.10
7:41:26 PM	00016110	Delta Media Promo - Astros Weekends - June 23 &	:30	CM	Promo	3738-383.01
7:41:56 PM	00012927	Bart Bernard	:30	CM	Spot	4079-003.02
7:42:27 PM	00016310	Cajundome	:60	CM	Spot	2920-058.04
7:43:26 PM	00016127	Certified South Louisiana - POD 1 (MAY 2018) (KF	:60	CM	Spot	3512-001.01
8:14:19 PM	00012159	Westwood One - Discover Card	:30	CM	Spot	3829-1001.04
8:14:49 PM	00015906	Westwood One - Taco Bell	:30	CM	Spot	3829-999.05
8:15:19 PM	00016298	Delta Media Corp. - Recruitment	:60	CM	Spot	2658-055.05
8:16:19 PM	00016131	Certified South Louisiana - POD 2 (MAY 2018) (KF	:60	CM	Spot	3512-001.01
8:45:33 PM	00016110	Delta Media Promo - Astros Weekends - June 23 &	:30	CM	Promo	3738-383.01
8:46:03 PM	00012928	Bart Bernard	:30	CM	Spot	4079-003.02
8:46:34 PM	00016232	Pont Breaux Cajun Restaurant - COMEOUT - The	:30	CM	Spot	2761-211.02
8:47:04 PM	00016310	Cajundome	:60	CM	Spot	1298-088.04
8:48:04 PM	00016272	Westwood One- NHTSA	:30	CM	Spot	3829-998.03
9:16:47 PM	00016207	Delta Media Promo - DELTA MEDIA BLOOD DRIV	:30	CM	Spot	3738-386.01

RADIO SCRIPT

CLIENT: Delta Media
SPOT ID:
SPOT NAME: Delta Media Recruiting
March 2019
LENGTH:

AUDIO

KEITH: So Krista, what was it that made you except a job here at Delta Media.

KRISTA: So I recently graduated from college and I wanted my first job to be exciting, challenging and a place where I can continuously learn about the world of marketing and that's exactly what it's like here at Delta Media. I am trained by great managers who have over 70 years of media experience combined and I'm able to work with local businesses to make marketing campaigns using radio, TV and all sorts of digital aspects.

KEITH: And what do you like most about working here.

KRISTA: Every single day is different. I've been working here for over a year now and I can honestly say that no two days have been the same and that's what makes it so exciting. You're never bored and the best part is there's no limit to the amount of money you can make. I'm literally making more money than I ever expected.

If you're interested in working with the only multi Media Marketing company in the area send your resume to Shanae@deltamediacorp.com. That's Shanae@deltamediacorp.com.

Delta Media is an equal opportunity employer.

Exhibit C

Attachment in response to paragraph (c), information regarding the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled in the unit during the two most recent EEO Public File Reports, as required by the audit letter.

Attached on the following pages are the total number of interviewees for each vacancy and the referral source used.

2/1/18 - 1/31/19

Job Title	Date Started	Date Archived	Sources	# of Interviews
Media Traffic/Billing Assistant	8/1/2018	9/26/2018	Louisiana Assoc. of Broadcasters Acadianahelpwanted.com Lafayette Economic Development Authority Deltamediacorp.com, NAACP Hispanic Chamber of Commerce Southern University, Grambling University University of Louisiana at Lafayette Career Fair Linkedin, Indeed, KLWB-FM, KFXZ-FM, KYMK-FM, KOGM-FM	1
Account Executive	5/30/2018	9/7/2018	Louisiana Assoc. of Broadcasters Acadianahelpwanted.com Lafayette Economic Development Authority Deltamediacorp.com, NAACP Hispanic Chamber of Commerce Southern University, Grambling University University of Louisiana at Lafayette Career Fair Linkedin, Indeed, KLWB-FM, KFXZ-FM, KYMK-FM, KOGM-FM	7
Strategic Digital Specialist	9/7/2018	11/14/2018	Louisiana Assoc. of Broadcasters Acadianahelpwanted.com Lafayette Economic Development Authority Deltamediacorp.com, NAACP Hispanic Chamber of Commerce Southern University, Grambling University University of Louisiana at Lafayette Career Fair Linkedin, Indeed, KLWB-FM, KFXZ-FM, KYMK-FM, KOGM-FM	2
Office Administrator Assistant	2/9/2018	4/9/2018	Louisiana Assoc. of Broadcasters Acadianahelpwanted.com Lafayette Economic Development Authority Deltamediacorp.com, NAACP Hispanic Chamber of Commerce Southern University, Grambling University University of Louisiana at Lafayette Career Fair Linkedin, Indeed, KLWB-FM, KFXZ-FM, KYMK-FM, KOGM-FM	1

2/1/2017 - 1/31/18

Job Title	Date Started	Date Archived	Sources	# of Interviews
Media Traffic/Billing Assistant	9/25/2017	10/26/2017	Louisiana Assoc. of Broadcasters Acadianahelpwanted.com Lafayette Economic Development Authority Deltamediacorp.com, NAACP Hispanic Chamber of Commerce Southern University, Grambling University University of Louisiana at Lafayette Career Fair Linkedin, Indeed, KLWB-FM, KFXZ-FM, KYMK-FM, KOGM-FM	7
Account Executive	12/18/2017	1/18/2018	Louisiana Assoc. of Broadcasters Acadianahelpwanted.com Lafayette Economic Development Authority Deltamediacorp.com, NAACP Hispanic Chamber of Commerce Southern University, Grambling University University of Louisiana at Lafayette Career Fair Linkedin, Indeed, KLWB-FM, KFXZ-FM, KYMK-FM, KOGM-FM	4
Account Executive	1/18/2018	1/31/2018	Louisiana Assoc. of Broadcasters Acadianahelpwanted.com Lafayette Economic Development Authority Deltamediacorp.com, NAACP Hispanic Chamber of Commerce Southern University, Grambling University University of Louisiana at Lafayette Career Fair Linkedin, Indeed, KLWB-FM, KFXZ-FM, KYMK-FM, KOGM-FM	3
Media Traffic/Billing Assistant	1/18/2018	1/31/2018	Louisiana Assoc. of Broadcasters Acadianahelpwanted.com Lafayette Economic Development Authority Deltamediacorp.com, NAACP Hispanic Chamber of Commerce Southern University, Grambling University University of Louisiana at Lafayette Career Fair Linkedin, Indeed, KLWB-FM, KFXZ-FM, KYMK-FM, KOGM-FM	1