

WCOA(AM), WJTQ(FM)¹, WRRX(FM), WXBM(FM) & WMEZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2013 – September 30, 2014²

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
Account Executive	1-3, 6-8, 10, 12-15, 17-19, 27, 31	19
Vice President of Sales	1-3, 6, 8, 10, 14, 16-17, 33	33
Assistant Business Manager	1-6, 8-12, 14, 16-18, 21, 49	16
Sales Assistant	1, 4-6, 8-9, 11, 15-18, 31	16
Traffic Manager	1-12, 14, 16-17, 33	33
Account Executive	1-12, 14-16, 18, 27, 31-32, 35-49	31
Account Executive	1-12, 14-15, 17-18, 31, 35-48	31

¹ This call sign changed from WCOA-FM to WJTQ(FM) on February 28, 2014.

² This Report was revised in April 2015 to address reporting issues and provides recruitment data collected from September 28, 2013 through September 30, 2014.

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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	Ohio Center for Broadcasting 5330 East Main Street, Suite 200 Columbus, Ohio 43213 Contact: Gary James gary@beonair.com Phone: 614-245-0555	N	0
2	Pensacola State College 1000 College Boulevard Pensacola, FL 32504 Career Dept. gbixel@pensacolastate.edu http://pjeworksonline.pjc.edu Phone: 850-484-1655 / Fax 850-484-1694	N	0
3	University of West Florida 11000 University Parkway Pensacola, FL. 32514 nford@uwf.edu http://uwf.edu/career Phone: 850-474-2254	N	2
4	Alabama Career Center-Employment Service 515 Springhill Plaza Court Mobile, AL 36608 Fay Long Fay.long@dir.alabama.gov Phone: 251-461-4450 / Fax 251-461-4443	N	0
5	Faulkner University-Career Service 3943 Airport Boulevard Mobile, AL 36608 Mr. Fred Hughes Fhughes@faulkner.edu Phone: 251-380-9090 / Fax 251-380-9066	N	0
6	University of South Alabama-Career Service Meisler Hall Suite # 21 Mobile, AL 36688 Delia Ingram dingram@usouthal.edu Phone: 251-460-6188 / Fax 251-460-6091	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Springhill College- Career Services 4000 Dauphin Street Mobile, AL 36608 Ashley Dunklin careers@shc.edu Phone: 251-380-3000	N	0
8	University of Mobile College Student Success Center 5735 College Parkway Mobile, AL 36613 mmcguire@mail.umobile.edu Phone: 251-442-2292 / Fax 251-442-2498	N	0
9	Bishop State Community College 414 Stanton Street Mobile, AL 36617 msimis@bishop.edu Phone: 251-405-7052	N	0
10	Alabama A&M University Career Dept., P.O. Box 1357 Normal, AL 35762 Brenda.crutcher@aamu.edu Phone: 256-372-5000	N	0
11	Alabama State University 915 South Jackson Street Montgomery, AL 36195 lgsmith@alasu.edu Phone: 334-229-4100	N	0
12	Bethune-Cookman College 640 Dr. Mary Mcleod Bethune Boulevard Daytona Beach, FL 32114 bonnerd@cookman.edu Fax 386-481-2139	N	0
13	Jackson State University Career Department, Dr. Valerie Shelby 1400 John R Lynch Street Jackson, MS 39217 Valerie.j.shelby@jsums.edu Phone: 1-800-848-6817	N	0
14	Mississippi Valley State University 14000 Highway 82 West Itta Berna, MS 38941 careerservices@mvsu.edu Phone; 662-254-9041	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	On-Air Announcements (<i>one or more SEU stations</i>)	N	16
16	Word-of-Mouth Referral	N	2
17	Cumulus Business Managers BM@cumulus.com	N	0
18	Cumulus Media Website www.cumulus.com	N	5
19	Walk-In/Self-Referral	N	2
20	Employ Florida www.employflorida.com	N	0
21	Traffic Director's Guild of America ("TDGA") www.tdga.com	N	0
22	Urban Insite Website www.urbaninsite.com	N	0
23	All Access Website www.allaccess.com	N	0
24	RADIO ONLINE www.jobs.radio-online.com	N	0
25	Inside Radio Contact: Gene McKay 1-800-640-8852	N	0
26	Talkers Magazine www.talkers.com	N	0
27	Career Builder Website www.Careerbuilder.com	N	12
28	SEU Facebook Page www.Facebook.com	N	0
29	Craig's List www.pensacolacraigslist.org	N	0
30	SEU Open House/Job Fairs (<i>as listed in Section III</i>)	N	0
31	Indeed Website www.indeed.com	N	9
32	SEU Job Fairs (<i>as listed in Section III</i>)	N	0
33	Internal Transfer/Promotion	N	2
34	Regional Help Wanted www.regionalhelpwanted.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	University of Central Florida 4000 Central Florida Blvd. Orlando, FL. 32708 Attn. Ronald Michaels, Ronald.michaels@ucf.edu	N	0
36	University of Alabama at Birmingham 1150 10 th Avenue South, BEC 218D Birmingham, AL 35294 Attn. Karen Kennedy, knk@uab.edu	N	0
37	University of Alabama 361 Stadium Drive Tuscaloosa, AL 35406 Attn. Joe Calamusa, jcalamus@cba.us.edu	N	0
38	Tuskegee University Brimmer College of Business and Information Sciences Tuskegee, AL 36088 Attn. Anthony Freeman, afreeman@mytu.tuskegee.edu	N	0
39	Nova Southeastern University H. Wayne Hultzenga School of Business, The Carl DeSantis Bldg. 3301 College Avenue Fort Lauderdale, FL 33314 Attn. Dennis Dannacher, Dannacher@nova.edu Attn. Dena Hale, dh1113@hulzenga.nova.edu	N	0
40	Nicholls State University P.O. Box 2015, 906 E. First Street Thibodaux, LA 70310 Attn. Dr. R. Charles Viosca, Jr., Chuck.viosca@nicholls.edu	N	0
41	Kennesaw State University 1000 Chastain Road, Building 4, Room 281 Kennesaw, GA 30144 Attn. Dr. Terry W. Loe, tloe@kennesaw.edu	N	0
42	Georgia State University Robinson College of Business P.O. Box 3991 Atlanta, GA 30302 Attn. James Boles, jboles@gsu.edu	N	0
43	Florida State University The Sales Institute 821 Academic Way Tallahassee, FL 32306 Attn. Pat pallentino, ppallention@cob.fsu.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	Auburn University 415 West Magnolia Avenue 201 Lowder Business Building Auburn, AL 36849 Attn. Avery Abernethy, abernav@auburn.edu	N	0
45	The University of Southern Mississippi 118 College Drive, #5091 Hattiesburg, MS 39406 Attn. Dr. Michael Wittman, mike.wittman@usm.edu	N	0
46	Xavier University of Louisiana 1 Drexel Drive New Orleans, LA 70115 Attn. Dr. Joe M. Ricks, Jr., jmricks@xula.edu	N	0
47	University of North Alabama UNA Box 5116 1 Harrison Plaza Florence, AL 35632 Attn. Jerome M. Gafford, jmgafford@una.edu	N	0
48	University of Georgia 104 Brooks Hall Athens, GA 30602 Attn. John Hulland, jhulland@uga.edu	N	0
49	Linked In Website www.linkedin.com	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			53

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On April 28, 2014, this SEU participated in The World of Possibilities Job Fair sponsored by CareerSource Escarosa and held at the Pensacola Bay Center in Pensacola. SEU representatives occupied a booth and spoke with attendees about career opportunities in radio and job openings within the SEU. SEU participants included our Vice President of Sales and Sales Assistant. Resumes from interested attendees were collected. This event was promoted on one or more SEU stations.
2	Participate in Job Fair	On June 18, 2014, our SEU participated in the Santa Rosa Summer Career Fair sponsored by CareerSource Escarosa. This event took place on the Milton, Florida campus of Pensacola State College. SEU representatives occupied a booth and spoke with attendees about career opportunities in radio and job openings within the SEU. SEU participants included our Vice President of Sales and Sales Assistant. Resumes from interested attendees were collected. This event was promoted on one or more SEU stations.
3	Participate in Job Fair	On September 26, 2014, our SEU participated in the 6 th Annual Fall Community Career Fair co-sponsored by CareerSource Escarosa and Pensacola State College. This event took place on the Pensacola State main campus in Pensacola. SEU representatives occupied a booth and spoke with attendees about career opportunities in radio and job openings within the SEU. SEU participants included our Market Manager and Sales Assistant. Resumes from interested attendees were collected. This event was promoted on one or more SEU stations.