

**WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF<sup>1</sup>**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2016 - November 30, 2017<sup>2</sup>**

**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
Program Director	1-4, 6-9, 11-12, 14-16	4
Outside Account Executive	1-3, 5-17	10

<sup>1</sup>On July 30, 2008, the actions necessary to consummate the assignment of license for station WEKL(FM), Augusta, GA (Facility ID 72468) from Capstar TX LLC to the Aloha Station Trust, LLC, as Trustee were completed. See FCC File No. BAL-20070619ACD. Pursuant to the underlying trust agreement, WEKL(FM) continues to share employees with the SEU.

<sup>2</sup>This Report was modified in May 2019 to address reporting issues.

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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 <sup>3</sup>
1	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
2	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4044 Email : jsepielli@augustatech.edu Joe Sepielli	N	0
3	Augusta University Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706 737 1604 Email : JGoley@Augusta.edu Julie Goley	N	0
4	Current Employee/Internal Promotion	N	1
5	Former Employee	N	2
6	Georgia Association of Broadcasters (GAB) 8010 Roswell Road Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Email : bhoughton@gab.org Bob Houghton	N	0
7	Georgia Department of Labor 601 Greene Street Augusta, Georgia 30901 Phone : 706-721-3131 Robbie Ross Manual Posting	N	0
8	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	2

<sup>3</sup> Some interviewees included here belong to a pool that produced multiple hires overlapping this reporting period and the one immediately preceding it. As a result, they are included in both associated EEO Public File Reports.

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<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>
9	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
10	Indeed.com - Not Directly Contacted by SEU	N	6
11	Internal Posting 2743 Perimeter Parkway Bldg 100 Suite 300 Augusta, Georgia 30909 Phone : 706-396-6000 Cynthia Robinson Manual Posting	N	0
12	Paine College 1235 15TH Street Augusta, Georgia 30901 Phone : 706-821-8388 Email : aewing@paine.edu April Ewing	Y	0
13	Station Website Posting (One or More SEU Stations)	N	1
14	Station Websites (one or more SEU stations) 2743 Perimeter Parkway Augusta, Georgia 30909 Phone : 706 396 6000 Cynthia Robinson Manual Posting	N	0
15	University of South Carolina Aiken (USCA) 471 University Parkway Aiken, South Carolina 29801 Phone : 803-641-3440 Email : MaryCR@usca.edu Mary Cristian	N	0
16	WAFJ Radio 102 LeCompte Avenue North Augusta, South Carolina 29841 Phone : 803-819-3125 Email : info@wafj.com Steve Swanson	N	0
17	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>13</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	4/12/2017	Participation in Job Fairs	Our SEU participated in The SC Broadcasters Association Job Fair, which is designed to assist stations with their outreach efforts while also providing them with the unique opportunity to meet and even interview students enrolled in broadcast programs at state colleges and universities. The Job Fair typically attracts more than 150 students, many of whom are due to graduate in May 2017.	4	Promotion Director Market President SVP Sales Local Sales Manager
2	5/10/2017	Participation in events sponsored by community groups	<p>CSRA Home Connection</p> <p>Our SVP of Programming and Marketing Director spoke about their Radio Careers. They informed the attendees about the iHeartMedia Career site to review the various opportunities available across the country to increase job opening awareness.</p> <p>CSRA Home Connection is a guide to various local businesses in the Augusta Ga. They not only get together to network and connect with local businesses independently owned and operated but to provide career opportunity awareness to share with the community.</p> <p>They partner with Goodwill Job Connect amongst other local non profit and business organizations.</p>	2	SVP of Programming Marketing Director

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3	11/30/2017	Establishment of training programs for station personnel	During this reporting period, our Engineering Manager participated in the first of a two-year Market Engineering Manager Development training program led by iHeartMedia's Senior VP of Engineering and other FCC specialists at the company. It is a customized development program that identifies highly motivated individuals who have demonstrated the potential to grow into major market engineering managers. Using both classroom education and field experience, each participant is given an Individual Development Plan with a structured curriculum. The training covers topics including AM/FM antenna system construction, studio relocation projects, AM/FM frequency allocations, FCC inspection and enforcement as well as other subjects such as IT, project management and safety.	1	Engineering Manager
4	9/28/2017	Participation in events or programs sponsored by educational institutions	Pamplin College of Arts, Humanities, and Social Sciences  Our SEU's Marketing Promotions Manager, discussed how her liberal arts degree has been applied to her career in broadcast radio. She spoke on her experience as well as job opportunities at iHeartMedia. She provided students the iHeartMedia Career site to view and apply for opportunities available across the country.	1	Marketing Promotions Manager