

WBBQ-FM, WKSP(FM), WLUB(FM), WPRW-FM, WYNF(AM)
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
Outside Account Executive	1, 3-5, 7-12, 16, 18-20	5
Outside Account Executive	1-4, 6-20	11

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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	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 Chronicle 725 Broad Street Augusta, Georgia 30901 Phone : 706 396 6000 Url : http://chronicle.augusta.com/ Cynthia Robinson Manual Posting	N	0
3	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4044 Email : jsepielli@augustatech.edu Joe Sepielli	N	0
4	Augusta University Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706 737 1604 Email : JGoley@Augusta.edu Julie Goley	N	0
5	Employee Referral	N	1
6	Former Employee	N	1
7	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
8	Georgia Department of Labor 601 Greene Street Augusta, Georgia 30901 Phone : 706-721-3131 Robbie Ross 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
9	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
10	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
11	Indeed.com 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	2
12	Internal Posting 2743 Perimeter Parkway Bldg 100 Suite 300 Augusta, Georgia 30909 Phone : 706-396-6000 Cynthia Robinson Manual Posting	N	0
13	Job posting on internet	N	1
14	Non-Employee Referral	N	1
15	On Air Advertising 2743 Perimeter Parkway Augusta, Georgia 30909 Phone : 706 396 6000 Cynthia Robinson Manual Posting	N	0
16	Paine College 1235 15TH Street Augusta, Georgia 30901 Phone : 706-821-8388 Email : aewing@paine.edu	Y	0

WBBQ-FM, WKSP(FM), WLUB(FM), WPRW-FM, WYNF(AM)**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****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	Station Websites (one or more SEU stations) 2743 Perimeter Parkway Augusta, Georgia 30909 Phone : 706 396 6000 Cynthia Robinson Manual Posting	N	0
19	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
20	WAFJ Radio 102 LeCompte Avenue North Augusta, South Carolina 29841 Phone : 803-819-3125 Email : info@wafj.com Steve Swanson	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/4/2016	Establishment of training programs for station personnel	<p>Market Engineering Manager Development Program (MEMDEV)</p> <p>The SEU staff engineer was selected to be a participant in the 2016 iHeartMedia Market Engineering Manager Development Program (MEMDEV). MEMDEV is a two year program created to identify highly motivated individuals from within our ranks who have demonstrated the potential to grow into major market engineering managers. The program is designed to accelerate that growth through the use of both classroom education and field experience. Each candidate is given an Individual Development Plan (IDP) that outlines a structured curriculum. The curriculum consists of video and on-line course work as well as quarterly participation in out of market training such as specially designed seminars focused around iHeartMedia specific systems and assisting in major projects such as AM and FM antenna system construction and studio relocation projects across the enterprise that under normal circumstances an engineer may see only once or twice in their career. During 2016, the training has included an Radio Frequency course from Harris Corporation, an ICND1 Routing and Switching course by Kevin Wallace, an SBE Webinar called "Managing a Project and Outside Contractors for Success", and attendance at the SBE Leadership Development Course, August 9 - August 11 in Atlanta, GA.</p>	1	See Description
2	2/17/2016	Participation in events or programs sponsored by educational institutions	<p>Virginia College</p> <p>The Augusta SEU Cluster Marketing/Promotions Manager spoke to a class of Virginia College students on the Matrix of Marketing and Promotions in Radio. She discussed her career, jobs in radio, and opportunities at the Augusta IHeart Stations</p>	1	See description

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III. RECRUITMENT INITIATIVES

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3	3/22/2016	Participation in other activities designed by the station employment unit	Augusta Women's Paraprofessional Association The Cluster Marketing/ Promotions Manager hosted a tour of the radio stations for the African American Augusta Women's Paraprofessional Association as part of the Dare to Break the Mold Campaign. There were presentations by the Sales Manager and Program Director about the various jobs in radio.	3	See Description