

**WCOH(AM), WIBB-FM, WIHB(AM), WIHB-FM, WMGP(FM),
WPLA(AM), WQBZ(FM), WRBV(FM), WVCC(AM)**

EEO PUBLIC FILE REPORT

December 1, 2014 - November 30, 2015¹

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, 5, 7, 9-10, 12-19, 21-23	23
Account Executive	1-20, 22	11

¹ On June 1, 2015, station WIBB(AM), Macon, Georgia (Facility ID # 41989) changed its call sign to WIHB(AM) and station WPCH(FM), Gray, Georgia (Facility ID # 29128) changed its call sign to WIHB-FM.

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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	100 Black Men of Macon P O Box 928 Macon, Georgia 31202 Phone : 478-743-2159 Fax : 1-478-743-4938 Virgil Adams Manual Posting	N	0
2	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
3	Atlanta Broadcast Advertising Club (ABAC-Online) 1819 Peachtree Suite 700 Atlanta, Georgia 30309 Phone : . Url : www.abac-online.org Randy Gaekler Manual Posting	N	0
4	Career Channel - Silkroad On-line San Antonio, Texas 78258 Phone : 210-253-4167 Url : https://careerchannel.silkroad.com/ Kristin Wilkiewicz Manual Posting	N	0
5	Ft Valley St Univ 1005 State University Dr Ft Valley, Georgia 31030 Phone : 478-825-6202 Email : Elliss@fvsu.edu Fax : 1-478-825-6471 Shirley Ellis	N	0
6	GA College & St Univ Campus Box 87 Univ Career Center, Lanier Hall, #232 Milledgeville, Georgia 31061 Phone : 478-445-5384 Fax : 1-478-455-5818 Harold Jenkins Manual Posting	N	0

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7	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
8	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
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 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
11	Indeed.com	N	1
12	Internal Posting . Macon, Georgia 31216 Phone : 478-781-1063 Email : MelissaStinebaugh@iheartmedia.com Fax : 1-478-788-8926 Melissa Stinebaugh	N	0

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13	Mercer Univ 1400 Coleman Ave Macon, Georgia 31207 Phone : 478-301-2700 Fax : 1-478-301-5629 Matthew Underwood Manual Posting	N	0
14	Middle GA College 1100 Second St Cochran, Georgia 31014 Phone : 478-934-3023 Email : Achastain@mgc.edu Allan Chastain	N	0
15	NAACP-Macon 290 Rogers Ave. Macon, Georgia 31208 Phone : 478-745-9944 Thelma Dillard Manual Posting	N	0
16	National Black Programmers Coalition (NBPC) . Atlanta, Georgia . Url : www.mynbpcairspace.ning.com Marsha . Manual Posting	N	0
17	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
18	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source 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
19	Station Website Posting (<i>one or more SEU stations</i>) 7080 Industrial Hwy Macon, Georgia 31216 Phone : 478-781-1063 Melissa Stinebaugh Manual Posting	N	0
20	Unknown (<i>source not adequately identified upon inquiry by SEU</i>)	N	2
21	VelvetJobs.com velvetjobs.com Macon, Georgia Url : velvetjobs.com Website Logon Manual Posting	N	0
22	Wesleyan College 4760 Forsyth Rd Macon, Georgia 31210 Phone : 478-477-1110 Fax : 1-478-757-4030 Cindy Buell Manual Posting	N	0
23	Word of Mouth Referral	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	2/4/2015	Participation in job fairs	On February 4, 2015, our SEU sponsored a job fair with the Georgia Association of Broadcasters, held at the University of Georgia. Our SEU helped plan and promote the event. In addition, our SEU set up a booth at the event, collecting resumes and answering questions from attendees about career opportunities in broadcasting. SEU participants included our Program Director.	1	Program Director
2	2/12/2015	Participation in events or programs sponsored by educational institutions	On February 12, 2015, our SEU co-sponsored an economic outlook luncheon with the Georgia Association of Broadcasters, held at the University of Georgia. Our SEU's Market Manager spoke at the event about careers in broadcasting.	1	Market President
3	5/14/2015	Participation in events or programs sponsored by educational institutions	On May 14, 2015, our SEU's Market Manager spoke at a conference hosted by the Georgia Association of Broadcasters Radio Talent Institute. The speech focused on career opportunities in broadcasting.	1	Market President
4	10/7/2015	Participation in other activities designed by the station employment unit	On October 7, 2015, our SEU participated in an internship fair at Georgia College. Our SEU set up a booth at the event, collecting resumes and answering questions from attendees about career opportunities in broadcasting. SEU participants included our Program Director.	1	Program Director
5	11/30/2015	Provision of training to management	On November 30, 2015, our Market President completed an online training program provided by iHeartMedia corporate entitled "How To Hire the Right People," which covered EEO and non-discrimination issues.	1	Market President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	11/30/2015	Provision of training to management	On November 30, 2015, our Market President completed an online training program provided by iHeartMedia corporate entitled "Valuing Diversity," which covered EEO and non-discrimination issues.		Market President