

WIBB-AM, WIBB-FM, WPCH-FM, WPLA-AM, WQBZ-FM, WRBV-FM

EEO PUBLIC FILE REPORT

December 1, 2012 - November 30, 2013

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-Outside Sales	1-5, 7-8, 10, 12-14, 17, 19-20	12
Account Executive-Outside Sales	4, 11, 18-19	4
Account Executive-Outside Sales	4, 11, 18-19	11
Personality/Online Content Director	3-4, 15-16, 18	16
Account Executive - Outside	2-4, 6, 9, 15, 18	4
Account Executive - Outside	2-4, 6, 9, 15, 18	9

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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	ABAC 1819 Peachtree Suite 700 Atlanta, Georgia 30309 Url : www.abac-online.org Randy Gaekler Manual Posting	N	0
3	All Access Website Georgia Url : www.allaccess.com Career Services Manual Posting	N	0
4	Career Channel - Silkroad On-line San Antonio, Texas 78258 Phone : 210-253-4235 Url : https://careerchannel.silkroad.com/ Carrie Sanchez Manual Posting	Y	10
5	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	1
6	Employee Referral Tammy Thomas	N	1
7	Former Employee Referral Derek Wright	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	GAB 8010 Roswell Rd. Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Url : http://www.gab.org Fax : 1-770-395-7235 Career Services Manual Posting	N	0
9	Indeed.com Silkroad site posts there	N	1
10	Internal Posting 7080 Industrial Hwy Macon, Georgia 31216 Phone : 478-781-1063 Email : MelissaStinebaugh@clearchannel.com Fax : 1-478-788-8926 Melissa Stinebaugh	N	0
11	Interoffice Job Posting Self	N	1
12	Job posting on internet	N	1
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	NAACP-Macon 290 Rogers Ave. Macon, Georgia 31208 Phone : 478-745-9944 Thelma Dillard Manual Posting	N	0
15	National Black Programmers Coalition (NBPC) . Atlanta, Georgia . Url : www.mynbpcairspace.ning.com Marsha . Manual Posting	N	0
16	Non-Employee Referral	N	1
17	Radio Recruitment Ad Jillian Wiggs	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Stations Multiple Macon/Warner Robins, Georgia Phone : 478-781-1063 Url : See below Email : MelissaStinebaugh@clearchannel.com Fax : 1-478-788-8926 Melissa Stinebaugh	N	0
19	Walk In Jillian Wiggs	N	3
20	Wesleyan College 4760 Forsyth Rd Macon, Georgia 31210 Phone : 478-477-1110 Fax : 1-478-757-4030 Cindy Buell Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	3/11/2013	Co Sponsoring Job Fair	GA College Career Expo & Interview Day	2	Regional Ops Manager General Sales Manager	1.00
2	3/20/2013	Co Sponsoring Job Fair	GAB Job Fair - RMM participated, contacting prospective applicants and showing a Power Point to explain/promote Broadcasting jobs. Represented both Macon, GA AND Newnan, GA	1	Regional Market Manager	1.00
3	4/17/2013	Participation in events or programs sponsored by educational institutions	Participation in a pep rally, promoting staying and doing well in school, showing how education helps in Broadcasting	2	DJ	0.25
4	7/17/2013	Co Sponsoring Job Fair	OFTC & DOL 2013 Career/Job Expo	1	Regional Market Manager	1.00
5	10/2/2013	Participation in Job Fairs	GA College Intern Fair 2013	2	Regional Ops Manager White	0.25
6	11/12/2013	Co Sponsoring Job Fair	Job/Resource Fair - Veteran's Appreciation Fair: Carroll Co. Recreation at 1201 Newnan Rd, Carrollton, GA 30117 2-5PM	2	Regional Market Manager Program Director	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.50