

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

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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 - Radio	1, 3-4, 7-11, 15-16, 18-22, 24, 26, 28, 32	26
Account Executive - Radio	1, 3-4, 7-11, 15-16, 18-22, 24, 26, 28, 32	8
Programming utility staffer	1-2, 4-5, 9-14, 16, 19-22, 28-29, 31	16
General Sales Management	1, 3-4, 6, 9-11, 15-22, 26, 28, 32	26
Program Director	4, 6, 8, 16, 27, 30, 33-38	8
Account Executive - Radio	1, 4, 6, 8, 11, 16, 19, 22-23, 25-26, 32- 38	8
Account Executive - Radio	1, 4, 6, 8, 11, 16, 19, 22-23, 25-26, 32- 38	8

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

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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 Email : Fax : Manual posting Virgil Adams	N	0
2	2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone : 233-6163 Email : jholmes3166@hotmail.com Fax : 1-912-233-2949 CMegill Brown	N	0
3	ABAC 1819 Peachtree Suite 700 Atlanta, Georgia 30309 Phone : Url : www.abac-online.org Email : Fax : Manual posting Randy Gaekler	N	0
4	All Access Website Georgia Phone : Url : www.allaccess.com Email : Fax : Manual posting Career Services	N	0
5	Central Georgia Technical College 330 Macon Tech Drive Macon, Georgia 31206 Phone : 478 757-3400 Email : Fax : Manual posting Elizabeth Hibbett	N	0

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

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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
6	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Url : www.clearcareers.com Email : Fax : Manual posting Career Services	N	0
7	E-mail Inquiry	N	1
8	Employee Referral	N	5
9	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
10	GA College & St Univ Campus Box 87 Univ Career Center, Lanier Hall, #232 Milledgeville, Georgia 31061 Phone : 478-445-5384 Email : Fax : Manual posting Harold Jenkins	N	0
11	GAB 8010 Roswell Rd. Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Url : http://www.gab.org Email : Fax : Manual posting Career Services	N	0
12	Georgia Association of Broadcasters 8010 Roswell Road Atlanta, Georgia 30350 Phone : 770-395-7200 Email : becks@gab.org Fax : 1-770-395-7235 Stephanie Beck	N	0

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

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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
13	Georgia Department of Labor Carter Center, Suite 16 Vidalia, Georgia 30474 Phone : 538-3231 Email : angela.paine@dol.state.ga.us Fax : 1-912-538-3238 Angela Paine	N	0
14	Georgia Dept. of Labor Placement Office 601 Greene Street Augusta, Georgia 30901 Phone : 706.721.2165 Email : gregory.criste@dol.state.ga.us Fax : 1-706-721-7680 Gregory Criste	N	0
15	Griffin Technical College 501 Varsity Rd Griffin, Georgia 30223 Phone : 770-228-7348 Url : www.sctech.edu Email : Fax : Manual posting . .	N	0
16	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
17	Internet Ad Clear Careers	N	1
18	LaGrange College 601 Broad St. Lagrange, Georgia 30240 Phone : 706-880-8000 Url : www.lagrange.edu Email : jobs@lagrange.edu Fax : 1--- . .	N	0

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

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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
19	Mercer Univ 1400 Coleman Ave Macon, Georgia 31207 Phone : 478-301-2700 Email : Fax : Manual posting Matthew Underwood	N	0
20	Middle GA College 1100 Second St Cochran, Georgia 31014 Phone : 478-934-3023 Email : Achastain@mgc.edu Fax : 1--- Allan Chastain	N	0
21	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Fax : 1--- Scott Russell	N	0
22	NAACP-Macon 290 Rogers Ave. Macon, Georgia 31208 Phone : 478-745-9944 Email : Fax : Manual posting Thelma Dillard	N	0
23	National Black Programmers Coalition (NBPC) . Atlanta, Georgia . Phone : Url : www.mynbpcairspace.ning.com Email : Fax : Manual posting Marsha .	N	0
24	Non-Employee Referral	N	1
25	Other Source Finance	N	1
26	Self Referral	N	5

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

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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
27	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
28	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Fax : 1--- Scott McWilliams	N	0
29	Trade Website Self	N	1
30	Urban Insite . . , Georgia . Phone : Url : http://www.urbaninsite.com/ Email : Fax : Manual posting Contact contact@broadcast1source.com	N	0
31	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478 477-1110 Email : Fax : 1-478-757-4030 Wendy Stanley	N	0
32	Wesleyan College 4760 Forsyth Rd Macon, Georgia 31210 Phone : 478-477-1110 Email : Fax : Manual posting Cindy Buell	N	0

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

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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
33	WIBB-AM 7080 Industrial Hwy Macon, Georgia 31216 Phone : 478-781-1063 Url : http://www.1280wibb.com/main.html Email : Fax : Manual posting Melissa Stinebaugh	N	0
34	WIBB-FM Website 7080 Industrial Hwy Macon, Georgia 31216 Phone : 478-781-1063 Url : http://www.wibb.com/main.html Email : Fax : Manual posting Melissa Stinebaugh	N	0
35	WPCH-FM 7080 Industrial Hwy Macon, Georgia 31216 Phone : 478-781-1063 Url : http://www.peach965.com/main.html Email : Fax : Manual posting Melissa Stinebaugh	N	0
36	WPLA-AM 7080 Industrial Hwy Macon, Georgia 31216 Phone : 478-781-1063 Url : http://www.foxsports1670.com/main.html Email : Fax : Manual posting Melissa Stinebaugh	N	0
37	WQBZ-FM 7080 Industrial Hwy Macon, Georgia 31216 Phone : 478-781-1063 Url : http://www.q106.fm/main.html Email : Fax : Manual posting Melissa Stinebaugh	N	0

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

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

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
38	WRBV-FM 7080 Industrial Hwy Macon, Georgia 31216 Phone : 478-781-1063 Url : http://www.v1017.com/main.html Email : Fax : Manual posting Melissa Stinebaugh	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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

EEO PUBLIC FILE REPORT

December 1, 2011 - November 30, 2012

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	3/1/2012	Hosting of Job Fair	Held an On-Air Job Fair through the summer to promote Broadcasting jobs and encourage listeners to send applications and resumes to the stations.	4	On-Air DJ On-Air DJ Program Director Regional Market Manager	1.00
2	3/21/2012	Co Sponsoring Job Fair	GAB Job Fair In Athens, GA - Regional Market Manager went along with the Columbus Market Manager	1	Regional Market Manager	1.00
3	5/4/2012	Participation in events or programs sponsored by educational institutions	Regional Market Manager spoke with a group at Virginia College to explain the opportunities in Broadcasting/Radio and how an education helps them in this field.	1	Regional Market Manager	0.25
4	9/19/2012	Listing of each upper-level category opening in a job bank or newsletter	Listed GSM opening in local minority organizations, local colleges, and trade websites.	2	Regional Market Manager Market Controller	1.00
TOTAL POINTS OVER REPORTING PERIOD:						3.25