

**WIBB(AM), WIBB-FM, WPCH(FM), WPLA(AM), WQBZ(FM), WRBV(FM)
EEO PUBLIC FILE REPORT
December 1, 2013 – November 30, 2014¹**

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	1-19	5

¹ This Report was revised in November 2015 to address minor reporting and formatting 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
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	Atlanta Broadcast Advertising Club 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	N	0
5	Word-of-Mouth Referral	N	3
6	Ft Valley St University 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
7	Georgia Association of Broadcasters 8010 Roswell Rd. Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Url : http://www.gab.org Fax : 1-770-395-7235 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
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 Manual Posting	N	1
11	Internal Posting	N	0
12	Mercer University 1400 Coleman Ave Macon, Georgia 31207 Phone : 478-301-2700 Fax : 1-478-301-5629 Matthew Underwood Manual Posting	N	0
13	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	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 Manual Posting	N	0
16	Station Website Posting (One or More SEU Stations)	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
17	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
18	Walk In/Self-Referral	N	1
19	Wesleyan College 4760 Forsyth Rd Macon, Georgia 31210 Phone : 478-477-1110 Fax : 1-478-757-4030 Cindy Buell Manual Posting	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in an event sponsored by (or on behalf of) a community organization relating to careers in broadcasting	On July 30, 2014, one of our SEU's on-air personalities participated in the 2014 Back to School carnival hosted by the Macon-Bibb County Health Department. During the event, our on-air personality spoke with students about the educational background needed to succeed in a career in broadcasting and answered questions from attendees.
2	Internship Program	During the Fall 2014 semester, our SEU hosted one student intern from Mercer University. The intern worked with our SEU's on-air programming team and learned about radio production. In addition, the intern worked with our SEU's Production Director to coordinate on-site sporting coverage.