

WDRM(FM), WHOS(AM), WTAK-FM, WBHP(AM), WQRV(FM)
EEO PUBLIC FILE REPORT
December 1, 2014 – November 30, 2015

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	9, 11, 13-14, 18, 27-28	28
Sales Assistant	9, 11, 13-14, 18, 26-28	13

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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	Alabama A&M Carolyn Lews, Director of Recruitment Services Alabama A & M University P.O. Box 997 Normal, AL 35762 Phone: 256-372-5690 Fax: 256-372-5689	N	0
2	Alabama Broadcasters Association Sharon Tinsley, Suite 201 2180 Parkway Lake Dr Hoover, AL 35244 Phone: 205-982-5001 Fax: 205-982-0015	N	0
3	AlabamaJobLink.com www.joblink.alabama.gov/ada	N	0
4	Alabama State University Mr. John Knight, Office of Communications Alabama State University P.O. Box 271 Montgomery, AL 36101 Phone: 334-229-4156 Fax: 334-229-4985	N	0
5	All Access 28955 pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: 310-457-6616 Fax: 310-457-8058 www.allaccess.com	N	0
6	Calhoun Community College Ms. Donna Presnell, Human Resources Calhoun Community College P.O. Box 2216 Decatur, AL 35609 Phone: 256-306-2500	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Columbia College Mr. Matthew Green, Industry Relations Coordinator 600 South Michigan, Ave Chicago, IL 60605 Phone: 573-875-8700	N	0
8	Community Action Agency- Decatur Ms. Barbara Carpenter 207 Commerce Cir SW Decatur, AL 35601 Phone:256-355-7953	N	0
9	DirectEmployers.org (<i>association distributing job postings to state workforce agencies as well as diversity-oriented job boards</i>)	N	0
10	Fisk University Ms. Yolanda Lewis, Career Planning Fisk University 1000 17th Ave North, Box 4 Nashville, TN 37208	N	0
11	Glassdoor 1 Harbor Dr Ste 300 Sausalito, CA 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com	N	0
12	Huntsville Times 2317 S. Memorial Parkway Huntsville, AL 35801 Phone: 256-532-4000	N	0
13	Indeed 7501 N Capital of Texas Hwy Austin, TX 78731 Phone : 800-462-5842 Url : http://www.indeed.com	N	4
14	IHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, TX 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs	N	0
15	LinkedIn (Alabama Jobs) 11700 Central Parkway Jacksonville, FL 32224 Phone : 904-636-0507 Url: http://www.linkedin.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Oakwood College Ms. Cynthia Douglas, Career Services 7000 Adventist Blvd Huntsville, AL 35896 Phone: 800-824-5312	N	0
17	Samford University 800 Lakeshore Drive Birmingham, AL 35229 Phone: 205-726-2011	N	0
18	SimplyHired 2513 Charleston Rd #200 Mountain View, CA 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com	N	0
19	Speakin' Out News Ms. Jemeana Smothers, Recruitment Advertising P.O. Box 2826 Huntsville, AL 35804	N	0
20	Talledega College Mr. Donald Baylor, Director, Student Media Services 627 West Battle St. Talledega, AL 35610	N	0
21	Tuskegee University Mr. James Harris, Placement Director, Tuskegee Institute, Carnegie Hall, 3rd Floor Tuskegee, AL 36088 Phone:334-727-8146 Fax: 334-727-8258	N	0
22	Twitter 1355 Market St #900 San Francisco, CA 94103 Phone: 415-222-9670 Url: http://www.twitter.com	N	0
23	United Negro College Fund Ms. Jan Ross, Advisor, Birmingham Area Office 60 I 19th St N, Centennial Place 2nd Floor Birmingham, AL 35203 Phone:205-322-8623 Fax: 205-322-1741	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	University of Alabama- Huntsville Ms. Tammy Haney, Career Services, UC 212 Huntsville, AL 35899 Phone:256-824-6612 Fax: 256-824-6039	N	0
25	University of Alabama- Tuscaloosa Ms. Linnia Cline, The Job Center P.O. Box 870293 Tuscaloosa, AL 35487 Phone:205-348-5848 Fax: 205-348-5852	N	0
26	Velvetjobs 1400 N Martel Ave 108 Los Angeles, CA 90046	N	0
27	Walk-In/Self-Referral	N	0
28	Word-of-Mouth Referral	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation
1	Host event sponsored by (or on behalf of) local organizations interested in broadcast employment issues	12/19/2014	Our SEU hosted a tour for a Boy Scout Troop from Decatur, AL. During the station tour, they toured the building and facilities, met all of the managers and air staff, learned about opportunities in broadcasting, and recorded the Pledge of Allegiance, which we played back on one of our stations so that they had "hands on" experience. Station participants included our Director of Operations, who conducted the tour.
2	Host event sponsored by (or on behalf of) local organizations interested in broadcast employment issues	10/23/2015	Our SEU hosted a tour for the Calvary Homeschool Group from Huntsville, AL. The group included parents and middle school students. During the station tour, they toured the building and facilities, met all of the managers and air staff, and learned about opportunities in broadcasting. Station participants included our WDRM Morning Show Co-Host, who conducted the tour, and our Director of Operations, who spoke with the students about career opportunities and engaged in a question-and-answer session with the group.
3	Provision of training to management	11/19/2015	Our Operations Manager completed an online training program provided by iHeartMedia corporate entitled "How To Hire the Right People," which covered EEO and non-discrimination issues. Our Market President also completed the course on November 20, 2015.
4	Provision of training to management	11/24/2015	Our Operations Manager completed an online training program provided by iHeartMedia corporate entitled "Valuing Diversity," which covered EEO and non-discrimination issues. Our Market President also completed the course on November 25, 2015.