

WDRM(FM), WHOS(AM), WTAK-FM, WBHP(AM), WQRV(FM)
EEO PUBLIC FILE REPORT
December 1, 2010-November 30, 2011¹

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
Receptionist	1-26	19
Account Executive	1-26	11

¹ This Report provides recruitment data collected from December 1, 2010 through November [20], 2011.

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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
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	2
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	4
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 Website 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
7	Clear Channel Clear Careers Website www.clearcareers.com	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Columbia College Mr. Matthew Green Industry Relations Coordinator, Columbia College 600 South Michigan, Ave Chicago, IL 60605 Phone: 573-875-8700	N	0
9	Community Action Agency – Decatur Ms. Barbara Carpenter, Community Action Agency 207 Commerce Cir SW Decatur, AL 35601 Phone: 256-355-7953	N	0
10	Community Action Agency – Huntsville Ms. Delores Mastin, Community Action Agency P.O. Box 3975 Huntsville, AL 35810 Phone: 256-551-1098	N	1
11	Word-of-Mouth Referral	N	3
12	Fisk University Ms. Yolanda Lewis, Career Planning Fisk University 1000 17th Ave North, Box 4 Nashville, TN 37208	N	0
13	Huntsville Times 2317 S. Memorial Parkway Huntsville, AL 35801 Phone: 256-532-4000	N	0
14	Inside Radio 365 Union St Littleton, NH 03561 Phone: 800-248-4242 Fax: 603-444-2872	N	0
15	Internal Posting	N	0
16	Latpro.com (Spanish and bilingual job site) www.latpro.com	N	0
17	Monster.com www.monster.com	N	10
18	Oakwood College Ms. Cynthia Douglas, Career Services Oakwood College 7000 Adventist Blvd, Huntsville, AL 35896 Phone: 800-824-5312	N	0
19	On-Air Announcements (<i>one or more SEU stations</i>)	N	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Samford University 800 Lakeshore Drive Birmingham, AL 35229 Phone: 205-726-2011	N	0
21	Speakin' Out News Ms. Jemeana Smothers, Recruitment Advertising Speakin' Out News P.O. Box 2826, Huntsville, AL 35804	N	0
22	Tallegega College Mr. Donald Baylor Director, Student Media Services Talledega College 627 West Battle St. Talledega, AL 35610	N	0
23	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
24	United Negro College Fund Ms. Jan Ross, Advisor United Negro College Fund, Birmingham Area Office 601 19th St N, Centennial Place 2nd Floor Birmingham, AL 35203 Phone: 205-322-8623 Fax: 205-322-1741	N	0
25	University of Alabama – Huntsville Ms. Tammy Haney, Career Services University of Alabama - Huntsville, UC 212 Huntsville, AL 35899 Phone: 256-824-6612 Fax: 256-824-6039	N	0
26	University of Alabama – Tuscaloosa Ms. Linnia Cline, The Job Center University of Alabama P.O. Box 870293 Tuscaloosa, AL 35487 Phone: 205-348-5848 Fax: 205-348-5852	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			26

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On February 15, 2011, the stations participated in a job fair held at The University of Alabama-Huntsville. Approximately 300 persons attended this job fair. Station participants included the Market Manager.
2	Participate in Job Fair	On March 8, 2011, the stations participated in a job fair held at Alabama A&M University. Approximately 750 persons attended this job fair. Station participants included the Market Manager.
3	Participate in Event/Program Sponsored By or On Behalf of an Educational Institution Related to Career Opportunities in Broadcasting	On July 12, 2011, one of our Morning Show Hosts and our Program Director spoke to the Leadership Huntsville/Madison County – Challenge Program. This program provides emerging and existing youth leaders with the tools to develop their individual leadership skills, increase their understanding of our community and experiment with leadership outside the classroom. The 85 participants came from Madison County high schools. Topics included radio’s role in public safety, career opportunities in radio, and the changing radio landscape.
4	Participate in Job Fair	On September 14, 2011, the stations participated in a job fair held at The University of Alabama-Huntsville. Approximately 250 persons attended this job fair. Station participants included the Market Manager.

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EEO PUBLIC FILE REPORT

December 1, 2013 - November 30, 2014 (UPDATED 12/04/14)

I. VACANCY LIST

Job Title	Recruitment Source (RS) Used to Fill Vacancy	RS Referring Hire
Outside Account Executive	1 thru 9	9

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EEO PUBLIC FILE REPORT

December 1, 2013 - November 30, 2014 (UPDATED 12/04/14)

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS No	RS Information	Source Entitled to Vacancy Notification (Yes/No)	# of Interviewees Referred by RS over 12 month period
1	Employee referral	No	2
2	Non Employee referral	No	
3	Walk in	No	
4	Glassdoor	No	1
5	Indeed	No	30
6	Simplyhired	No	
7	Twitter	No	
8	LinkedIn	No	1
9	Openhire	No	3

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December 1, 2013 - November 30, 2014 (UPDATED 12/04/14)

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity	Station Personnel Attending
1	2/27/14 Career Day	iHeartmedia participated in a job fair at the Alabama A&M University	Shelana Dorn
2	9/10/14 Career Fair	iHeartmedia participated in a job fair at the University of Alabama in Huntsville	Shelana Dorn
3	9/18/14 Career Day	iHeartmedia participated in a job fair at the Alabama A&M University	Shelana Dorn