

WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
Promotions Director	5-7, 11, 13	7
Outside Account Executive	5-6, 11, 13	6
Program Director WTKX	2, 5-6, 11, 13	2
Digital Content & Social Media Support	3, 5-6, 11, 13	3
Outside Account Executive	1-3, 5-6, 10-13	3
Outside Account Executive	1-3, 5-6, 10-13	2
Sales Support	2, 5-6, 11, 13	2
Outside Account Executive	4, 8-9	8
Outside Account Executive	4, 8-9	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	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 334-229-4140 Email : etucker@asunet.alasu.edu Fax : 1-334-229-4985 Ella Tucker	N	0
2	Broadcast 1 Source Website	N	3
3	Current Employee - Transfer/Promotion	N	2
4	Employee Referral/Internal Posting Alabama Career Services	N	1
5	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	2
6	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	1
7	Internal Candidate	N	1
8	Internal Posting/Employee Referral Alabama Career Services	N	1
9	Local Station Websites Alabama Career Services	N	1
10	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0

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11	Pensacola Christian College 250 Brent Lane Pensacola, Florida 32503 Email : info@pci.edu Shirley Campbell	N	0
12	Radio Online Alabama Phone : (806) 352-7503 Url : www.jobs.radio-online.com Fax : (806) 352-3677 Director of Placement	N	0
13	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/7/2018	Participation in events or programs sponsored by educational institutions	On Feb.7, 2018, our Community Engagement Coordinator escorted the South Baldwin Junior Ambassadors from Foley High School around our facilities to observe the various departments and functions important to a broadcast operation, to expose them to broadcast careers in action, and to witness in a live broadcast in our studio during the work day as well. Throughout the tour the Community Engagement Coordinator explained job duties and how they impact station operations as a whole.	4	Market President Community Engagement Coordinator On-Air On-Air
2	3/30/2018	Participation in Job Fairs	On March 30, 2018 our SEU participated in the Baldwin County Career and Job Fair at the Daphne Civic Center. Station participants included our Senior Vice President of Sales, who spoke with attendees about job opportunities in broadcasting.	3	Community Engagement Coordinator Market President SVPS
3	5/10/2018	Participation in Job Fairs	On May 10, 2018 our SEU participated in the 20th Annual South Alabama Regional Planning Commission Business Expo/Job Fair at the Greater Gulf State Fairgrounds. Station participants included our Regional Senior Vice President of Programming, who spoke with attendees about job opportunities in broadcasting.	2	Community Engagement Coordinator RVPP
4	8/23/2018	Participation in Job Fairs	On August 23, 2018 our SEU participated in the Mobile Area Chamber of Commerce 2018 Business Expo at the Mobile Convention Center. Station participants included our Senior Vice President of Sales, who spoke with attendees about job opportunities in broadcasting.	3	Market President Community Engagement Coordinator SVPS

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	11/28/2018	Participation in other activities designed by the station employment unit	Our Market Engineering Manager mentored Davidson High School students involved in the Jubilee chapter of BEST (Boosting Engineering Science and Technology), who are interested in broadcast engineering on power tools, electronics, etc. during weekly visits to the school for much of the Fall and Spring semesters. He also served on the A Team of the BEST program, which helps with the organization of the program, logistics of the competitions and solicitation of the judges. The SEU also supported the BEST program by running public service announcements promoting the program and its related events.	1	Engineering Manager