

**WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2011 – November 30, 2012<sup>1</sup>**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	3-13, 15-17, 20-21	15
Account Executive	3-13, 15-17, 20-21	16
Administrative Assistant	3-13, 15-17, 20-21	21
Digital Content Director	3-13, 15-17, 20-21	21

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<sup>1</sup> This report was modified in July 2014 to address minor reporting issues.

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**II. MASTER RECRUITMENT SOURCE LIST (MRS�)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<b>Mobile Register</b> Lock Box 496 Mobile, AL 36652 (251) 219-5000	N	0
2	<b>AL.com</b> (251) 219-5001 www.AL.com/jobs	N	0
3	<b>Alabama Broadcasters Association</b> 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley	N	0
4	<b>Alabama State University</b> Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams	N	0
5	<b>Bishop State College</b> 351 N Broad St Mobile, AL 36603 Attn: Julia Womack	N	0
6	<b>Faulkner University</b> 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes	N	0
7	<b>Florida A&amp;M University</b> Division of Journalism 314 Tucker Hall Tallahassee, FL 32307	N	0
8	<b>Pensacola Christian College</b> 250 Brent Lane Pensacola, FL 32503 Attn: Shirley Campbell	N	0
9	<b>Pensacola Junior College</b> 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	<b>Remington College</b> 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent	N	0
11	<b>Springhill College</b> 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen	N	0
12	<b>University of Mobile</b> P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard	N	0
13	<b>University of West Florida</b> 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514	N	0
14	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	0
15	<b>Station Website</b> ( <i>one or more SEU stations</i> )	N	3
16	<b>Word-of-Mouth Referral</b>	N	8
17	<b>Clear Channel Careers Website</b> clearcareers.com clearchannel.silkroad.com	N	0
18	<b>Long's Human Resource Services</b> 19 Midtown Park West Mobile, AL (251) 476-4080	N	0
19	<b>Inside Radio</b> 365 Union Street Littleton, NH 03561 (603) 444-5720	N	0
20	<b>Walk-In/Self Referral</b>	N	0
21	<b>Indeed.com</b> ( <i>not directly contacted by SEU</i> )	N	5
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			16

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in Job Fair	On April 19, 2012, our SEU participated in the 14th Annual Business Expo/Job Fair at the Mobile Civic Center. Station participants included our Operations Manager, who spoke with attendees about career opportunities in broadcasting.
<b>2</b>	Internship Program – Summer 2012	From May 15, 2012 to July 21, 2012, our SEU hosted a student intern from University of South Alabama. This student learned about and experienced careers in broadcasting by developing and maintaining content on our station websites under the supervision of our Digital Content Coordinator.
<b>3</b>	Participate in Job Fair	On June 13, 2012 our SEU participated in a job fair at Pensacola Junior College hosted by Workforce Escarosa. Station participants included our Market Manager, who spoke with attendees about career opportunities in broadcasting.
<b>4</b>	Host Event/Program Sponsored By or On Behalf Of an Educational Institution Relating to Broadcast Careers	On October 23, 2012, our SEU hosted a group of college students from the University of South Alabama for a station tour. Participants included our Digital Content Coordinator, who provided the twenty students with a tour of our facilities, spoke to the students about career opportunities in broadcasting, and responded to their questions.