

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" ("MRS�") for recruitment source data

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|--|--|-------------------------------|
| Outside Account Executive | 2, 4-5, 9, 12 | 5 |
| Promotions Director | 2, 4-6, 9, 12 | 6 |
| Program Director WTKX | 2, 4-6, 9, 12 | 6 |
| Digital Content & Social Media Support | 2, 4-7, 9, 12 | 6 |
| Outside Account Executive | 1-2, 4-12 | 6 |
| Outside Account Executive | 1-2, 4-12 | 11 |
| Sales Support | 2, 4-5, 9, 11-12 | 11 |
| Outside Account Executive | 2-5, 11 | 3 |
| Outside Account Executive | 2-5, 11 | 11 |

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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 Fax : 1-334-229-4985 Ella Tucker | N | 0 |
| 2 | Direct Employers Association, Inc. (<i>assn. distributing job 9002 N. Purdue Rd. Suite 100 postings to state job banks</i>) Indianapolis, Indiana 46268 Phone : 866-268-6206 Email : info@usnlx.com Job Board | N | 0 |
| 3 | Employee Referral | N | 2 |
| 4 | 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 |
| 5 | 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 |
| 6 | Internal Transfer/Promotion | N | 4 |
| 7 | Job Fair Recruitment Alabama Career Services Manual Posting | N | 0 |
| 8 | News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department | N | 0 |
| 9 | Pensacola Christian College 250 Brent Lane Pensacola, Florida 32503 Email : info@pcci.edu Shirley Campbell | 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 |
|--|---|--|---|
| 10 | Radio Online Alabama Phone : (806) 352-7503 Url : www.jobs.radio-online.com Fax : (806) 352-3677 Director of Placement | N | 0 |
| 11 | Unknown (source not adequately identified upon inquiry by SEU) | N | 3 |
| 12 | 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. | 1 | Engineering Manager |