

WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM
EEO PUBLIC FILE REPORT
December 1, 2013 – November 30, 2014¹

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
Account Executive	3-20	17
Account Executive	3-20	17
Sales Assistant	3-20	16
Digital Content Director	3-20	17

¹ This Report was modified in November 2015 to address reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Mobile Register Lock Box 496 Mobile, AL 36652 (251) 219-5000	N	0
2	AL.com (251) 219-5001 www.AL.com/jobs	N	0
3	Alabama Broadcasters Association www.al-ba.com 2180 Pky Lake Dr Hoover, AL 35244 Attn: Sharon Tinsley	N	0
4	Alabama State University Placement Office P.O. Box 271 Montgomery, LA 36195 Attn: Katheryn Williams	N	0
5	Bishop State College 351 N Broad St Mobile, AL 36603 Attn: Julia Womack	N	0
6	Faulkner University 808 Western America Dr Mobile, AL 33609 Attn: Fred Hughes	N	0
7	Florida A&M University Division of Journalism 314 Tucker Hall Tallahassee, FL 32307	N	0
8	Pensacola Christian College 250 Brent Lane Pensacola, FL 32503 Attn: 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 12-month period
9	Pensacola Junior College 1000 College Blvd. Pensacola, FL 32504 Attn: Ken Shugart	N	0
10	Remington College 828 Downtowner Loop W Mobile, AL 36609 Attn: Priscilla Vincent	N	0
11	Springhill College 4000 Daupin St Mobile, AL 36608 Attn: Jim Kellen	N	0
12	University of Mobile P.O. Box 13220 Mobile, AL 36613 Attn: Gina Howard	N	0
13	University of West Florida 11000 University Pky Career Services Bldg #19 Pensacola, FL 32514	N	0
14	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
15	Station Website (<i>one or more SEU stations</i>)	N	3
16	Word-of-Mouth Referral	N	7
17	Clear Channel Careers Website clearcareers.com clearchannel.silkroad.com	N	8
18	Long's Human Resource Services 19 Midtown Park West Mobile, AL (251) 476-4080	N	0
19	Inside Radio 365 Union Street Littleton, NH 03561 (603) 444-5720	N	0
20	Indeed.com (<i>not directly contacted by SEU</i>)	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
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			18

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in an event or program sponsored by (or on behalf of) schools and colleges relating to broadcast careers	On January 31, 2014, our SEU hosted the Theodore High School drama department for a tour of our SEU's facilities. During the tour, students were given an opportunity to ask questions about careers in broadcasting. Station participants included our Digital Content Director.
2	Participate in Job Fair	On April 28, 2014, our SEU participated in a job fair hosted by Worlds of Possibilities at the Pensacola Bay Center. Our SEU set up a booth at the job fair, where we collected resumes and spoke with attendees about job opportunities at our SEU. Station participants included our SEU's Sales Manager.
3	Participate in Job Fair	On September 26, 2014, our SEU participated in a Career Fair hosted by CareerSource Escarosa and Pensacola State Community, held at Pensacola State College. Our SEU set up a booth at the job fair, where we collected resumes and spoke with attendees about job opportunities at our SEU. Station participants included our Sales Manager.
4	Internship Program	During the Summer 2014 semester, our SEU hosted one student intern from Southern Mississippi University. The intern experienced and learned about working in radio by working on-air with our SEU's on-air talent and assisting with production. The student intern was supervised by our SEU's on-air personality.
5	Internship Program	During the Fall 2014 semester, our SEU hosted one student intern from the University of South Alabama. The intern experienced and learned about working in radio by working on-air with our SEU's on-air talent and assisting with production. The student intern was supervised by our SEU's on-air personality.