

**WNTM(AM), WMXC(FM), WRKH(FM), WKSJ-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2012 – November 30, 2013<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	17
Account Executive	3-13, 15-17, 20	17
Account Executive	3-13, 15-17, 20-21	17
Sales Manager	3-13, 15-17, 20	20

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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 (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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	7
17	<b>Clear Channel Careers Website</b> clearcareers.com clearchannel.silkroad.com	N	3
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>Indeed.com</b> ( <i>not directly contacted by SEU</i> )	N	3
21	<b>Job Fairs</b> ( <i>see Part III</i> )	N	0
<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>	Internship Program – Spring 2013	From January 14, 2013 to April 30, 2013, our SEU hosted an 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>2</b>	Participate in Job Fair	On April 25, 2013, our SEU participated in the 15th Annual Business Expo/Job Fair at the Mobile Civic Center. Station participants included our Sales Manager, who spoke with attendees about job opportunities in broadcasting.
<b>3</b>	Participate in Job Fair	On April 29, 2013, our SEU participated in the “World of Possibilities” job fair hosted at Pensacola State College. Station participants included our Sales Manager, who spoke with attendees about career opportunities in broadcasting.
<b>4</b>	Internship Program – Summer 2013	From May 8, 2013 to June 14, 2014, our SEU hosted an intern from Sacred Heart University in Fairfield, CT. 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>5</b>	Participate in Job Fair	From August 26-30, 2013, our SEU participated in a virtual job fair hosted by Alabama Broadcasters Association. Our station provided on-air announcements in advance of and during the job fair, directing listeners to the job fair website, where they could find information about careers with a number of Alabama broadcasters. Station participants included our Business Manager, who reviewed and responded to applications and other communications from job fair participants.

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>6</b>	Participate in Job Fair	From November 18-23, 2013, our SEU participated in a virtual job fair hosted by Alabama Broadcasters Association. Our station provided on-air announcements in advance of and during the job fair, directing listeners to the job fair website, where they could find information about careers with a number of Alabama broadcasters. Station participants included our Business Manager, who reviewed and responded to applications and other communications from job fair participants.