

TBLC MEDIA, LLC
WNVL (AM) – WMDB (AM)¹
EEO Public File Report
April 1, 2016 – March 31, 2017

I. VACANCY LIST

See Section II “Master Recruitment Source List” for recruitment source data

| Job Title | Number of job vacancies | Recruitment Sources (“RS”) used to fill vacancy | Number of people interviewed | RS that referred hire |
|---------------------|-------------------------|---|------------------------------|-----------------------|
| CSR | 1 | 2,4,7,11,12 | 3 | 11 |
| Sales Manager | 1 | 4, 11 | 3 | 11 |
| Executive Assistant | 1 | 1,4 | 1 | 4 |
| | | | | |

¹ Although WNVL and WMDB are owned by separate licensees, they are jointly controlled by the same party and constitute one “employment unit”

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II MASTER RECRUITMENT SOURCE LIST (MRSL)

| RS Number | RS Information | Source entitled to vacancy information (Y/N) | Recruitment Sources (“RS”) used to fill vacancy |
|-----------|---|--|---|
| 1 | Internal (Employee) referral | Y | 0 |
| 2 | On Air Advertising – Announcements on WNVL | N | 0 |
| 3 | Careerbuilder.com | Y | 0 |
| 4 | Direct Applicant (submitted resume unsolicited – either mailed/dropped off or submitted at prior Job Fairs) | N | 1 |
| 5 | Internal Applicant | Y | 0 |
| 6 | Activa Web page WWW.Activa1240.com | N | 0 |
| 7 | Social Media Facebook Activa 1240 | N | 0 |
| 8 | Advertisement on Radio Notas Web page. | N | 0 |
| 9 | Craigslist | N | 0 |
| 10 | Vanderbilt University Center for Student Professional Development 310 25 th Ave South, Suite 220 Nashville, TN 37240 Tel: 615-322-2750 | N | 0 |
| 11 | Linkedin | N | 2 |
| 12 | Hola TN Newspaper ad | N | 0 |

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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (Menu Selection) | Brief Description of Activity |
|---|--|--|
| 1 | Internship | WNVL/WMDB maintains an ongoing informal internship program to train any interested individual in the various operations of a broadcasting facility. |
| 2 | Mentoring young advertising executives | WNVL/WMDB upper management continually mentors junior advertising executives for management positions. |
| 3 | Junior Shadow Day | WNVL/WMDB Support educational initiatives in the community. College and high school students are able to visit the radio station during one day. Program Director and DJ's were allowed to spend the day with the student who learns the ins and outs of radio broadcasting. |
| 4 | EEO Training to upper level management | WNVL Director of Human Resources Scott Harle. Attended training sections regarding interviewing techniques to ensure equal opportunity in the hiring process. |
| 5 | Job Fair | WNVL/WMDB Participates in at least 1 annual job fair In the Nashville area. -April 23 2016: Multicultural Career Expo (12-4pm) at Holiday INN Nashville Airport -January 6 & 7 2017: Career Job Fair at Plaza Mariachi Music City |