

**WKHX(FM),WNNX(FM),WWWQ(FM),WYAY(FM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2012-November 30, 2013**

**I. VACANCY LIST**

See Section II, the “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>
Sales Rep Posting-Sept 2012	1,3-6, 11-37, 40	8
Sales Rep Posting-Sept 2012	1,3-6, 11-37, 40	8
Sales Rep Posting-Dec 2012	1,7-9,11-16,18,20-24,26,27,29,30,32-34,36-38, 40	1
Sales Rep Posting-Dec 2012	1,7-9,11-16,18,20-24,26,27,29,30,32-34,36-38, 40	9
Sales Rep Posting-Dec 2012	1,7-9,11-16,18,20-24,26,27,29,30,32-34,36-38, 40	29
Sales Rep Posting-Dec 2012	1,7-9,11-16,18,20-24,26,27,29,30,32-34,36-38, 40	8
Sales Rep Posting-Dec 2012	1,7-9,11-16,18,20-24,26,27,29,30,32-34,36-38, 40	1
Sales Rep Posting-Dec 2012	1,7-9,11-16,18,20-24,26,27,29,30,32-34,36-38, 40	8
Sales Rep Posting March-2013	1,7,8,11-16,18,20-24,26,27,29,30,32-34,36,37, 40	
Sales Rep Posting-June 2013	1,7-10,29,30,36	36
Sales Rep Posting-June 2013	1,7-10,29,30,36	8
Sales Rep Posting-June 2013	1,7-10,29,30,36	8
Sales Rep Posting-Sept 2013	1,7,8,10-16,18,20-24,26-27,30-30,32-34,37	10
Multi-Media Journalist	1,6,9,11-16,18,20-24,26,27-30,32-34,37	9
Market Manager Jan 2013	8,29,36,39	8
Producer-Bert Show	1,7,8,11-16,18,20-24,26,27,30,32-34,37	1
News Director	1,6-8,11-16,18,20-24,26,27,29,30,32,34,37	8
Morning Show Producer	17,8,11-16,18,20-24,26,27,29,30,32-34,36,37	1
Digital Sales Producer	1,2,3,6,17,19,33,36	1
Editor/Reporter	1,7,8,11,13-16,18,20-24,26,27,30,32-34,37	4
Program Director-Corporate	8	8
Market Manager-October 2013	8,9,29,36,39	9

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Producer/Talk show Host	8	Exigent Circumstances
Editor/Producer	8	Exigent Circumstances
Talk show Host	8	Exigent Circumstances
News Anchor	1,7,30	1
Sales Assistant	1,7,8,11,13-16,18,20-24,26-27,30,32-34,37	8
Board Operator	1, 7	1

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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 Reporting Period</b>
1	<b>WKHX/WYAY/WNNX/WWWQ Internal Job Posting</b>	No	12
2	<b>WNNX-HD Station website</b> www.99x.com	No	
3	<b>WWWQ Station website</b> www.q100atlanta.com	No	
4	<b>WNNX Station Website</b> www.atlantasrockstation.com	No	
5	<b>WKHX Station Website</b> www.wyay.com	No	
6	<b>WYAY Station Website</b> www.allnews1067.com	No	
7	<b>All Access Job posting</b> www.allaccess.com	No	22
8	<b>Employee Referral</b>	No	22
9	<b>Non-Employee Referral</b>	No	8
10	<b>Walk-in/Self-Referral</b>	No	2
11	<b>Atlanta Women in Radio and TV</b> www.Atlanta.awrt.org	No	
12	<b>Ohio Center for Broadcasting-Columbus</b> gary@beonair.com	Yes	
13	<b>First Step Staffing</b> Barbara Peters, barbara@first-step.us	No	
14	<b>NAB Career Center</b> hr@nab.org	No	
15	<b>Atlanta School of Broadcasting</b> info@broadcastingschool.com	No	1
16	<b>Atlanta Urban League</b> sjones@atlul.org	No	
17	<b>Georgia Institute of Technology</b> Sarah.brackmann@vpss.gatech.edu	No	

<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 Reporting Period</b>
18	<b>Georgia Assoc. of Broadcasters</b> Michael.llorens@metrobrowsers.com	No	
19	<b>Georgia State University</b> <a href="https://gsu-csm.symplicity.co">https://gsu-csm.symplicity.co</a>	No	
20	<b>Morehouse University</b> jobs@morehouse.edu	No	
21	<b>Morris Brown University</b> Maxine.wright@morrisbrown.edu	No	
22	<b>Assistance League of Atlanta</b> info@assistanceleagueATL.org	No	
23	<b>Atlanta Metropolitan College</b> rsimmons@atlm.edu	No	
24	<b>Georgia Perimeter College</b> gpchrapp@gpc.edu	No	
25	<b>Kennesaw State University</b> astignan@kennesaw.edu	No	
26	<b>Southern Polytechnic State University</b> careerservices@spsu.edu	No	
27	<b>University of Georgia</b> employ@uga.edu	No	
28	<b>University of West Georgia</b> akent@westga.edu	No	
29	<b>Cumulus Jobs.com</b> <a href="http://www.cumulusjobs.com">www.cumulusjobs.com</a>	No	12
30	<b>Cumulus/CMP Business Managers</b> <a href="mailto:BM@cumulus.com">BM@cumulus.com</a>	No	
31	<b>American Public University</b> <a href="http://www.apus.edu/hiring/">www.apus.edu/hiring/</a>	No	
32	<b>American Intercontinental University</b> <a href="mailto:llovery@aiuniv.edu">llovery@aiuniv.edu</a>	No	
33	<b>Atlanta Assn of Black Journalists</b> aabaj.org@gmail.com	No	
34	<b>Clark Atlanta University</b> cppc@cau.edu	No	
35	<b>Emory University</b> <a href="http://www.career.emory.edu/">http://www.career.emory.edu/</a>	No	
36	<b>Indeed.com</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	<b>NAACP</b> mary@naacpatlanta.org	No	
38	<b>Linked In</b> Not soliticed by SEU	No	4
39	<b>Inside Radio</b> <a href="http://www.insideradio.com">www.insideradio.com</a>	No	
40	<b>On Air Annoucement</b> All SEU stations		3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			89

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**III. RECRUITMENT INITIATIVES**

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Mentoring Program	<p>Our SEU conducts a Sales Mentoring Program for all new Account Executives. Each new Account Executive is assigned a senior Account Executive as their mentor. Each Mentor assists its Account Executive with job training, information on key station departments/personnel, goal setting, and establishing open communications and a supportive communications environment and provides constructive feedback daily. Two Account Executives participated in the Sales Mentoring Program during this reporting period.</p>
2	Internship Program: Promotions	<p>This SEU's Promotion Internship Program is open to college sophomores, juniors and seniors majoring in Radio, TV, Film, Business, Communications or Marketing. Internships are ten (10) weeks in length and interns are recruited each semester from the Art Institute of Atlanta, Atlanta Broadcast Institute, Chattahoochee Tech, DeVry, Emory University, Georgia State University, Gainesville State University, Kennesaw State University, LaGrange College, and University of Georgia among others. During this reporting period, we hosted a total of Twenty Seven (27) interns.</p> <p>In Promotions, the student interns make sure that prize winners receive their prizes by handling behind-the-scenes coordinating among promotions, programming and the prize winners. Interns also assist at station events/appearances and obtain "on-the-job training" with respect to sponsorship and face-to-face marketing.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Internship Program: Programming	<p>This SEU also conducts a Morning Show and News Internship Programs. These Programming Internships are open to any college student with the ability to earn college credit toward their degree. Student interns are recruited each semester from Georgia Tech, Atlanta Broadcast Institute, Georgia Perimeter, Georgia State University, Kennesaw State University, Georgia Southern University, and Auburn University among others. During this reporting period, we hosted a total of Fourteen (14)</p> <p>Programming interns work with the WWWQ morning show, “The Bert Show” as well as the WNNX morning show, “The Regular Guys” in an associate producer position. They learn show schedules, preparation, story writing, board operation work, web posting, organizational skills and go on the air occasionally to play bit parts in these Programs.</p>