

WCOA(AM) WXB(AM) WRRX(FM) WJTQ(FM) WMEZ(FM)

EEO PUBLIC FILE REPORT

October 1, 2015 thru September 30, 2016

See Section II, The "MASTER RECRUITMENT SOURCE LIST"("MRSL") For Recruitment Source Data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	Interviewe	RS Referring Hiree
Program Director WJTQ	1-5,7,9-14,17,35-37,42,43,45,33	14	33
Operations Manager	1-5,7,9-14,17,35-37,42,43,45,33	12	33
Promotions Manger	1-7,9-14,17,18,35-37,42,43,45	12	33
Sales Representative	1-3,6,7,8,10,12,13,14,15,16,18,31	13	31
Sales Assistant	1-3,6,7,8,10,12,13,14,15,16,18,31	7	16

Total No. of Interviewees during the  
reporting period

58 Interviews conducted during period

## II. MASTER RECRUITMENT SOURCE LIST("MRSL")

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RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Ohio Center for Broadcasting 5330 East Main Street, Suite 200 Columbus, Ohio 43213 Contact: Gary James <a href="mailto:gary@beonair.com">gary@beonair.com</a> Phone: 614-245-0555	N	0
2	Pensacola State College 1000 College Boulevard Pensacola, FL 32504 Career Dept. <a href="mailto:gbixel@pensacolastate.edu">gbixel@pensacolastate.edu</a> Phone: 850-484-1655 / Fax 850-484-1694	N	0
3	University of West Florida 11000 University Park <a href="http://insideradio.com">insideradio.com</a> Pensacola, FL 32514 <a href="mailto:nford@uwf.edu">nford@uwf.edu</a> <a href="http://uwf.edu/career">http://uwf.edu/career</a> Phone: 850-474-2254	N	0
4	Alabama Career Center-Employment Service 515 Springhill Plaza Court Mobile, al 36608 <a href="mailto:Fay.long@dir.alabama.gov">Fay.long@dir.alabama.gov</a> Phone: 251-461-4450 / Fax 251-461-4443 (850) 864-7697	N	0
5	Faulkner University-Career Service 3943 Airport Boulevard MOBILE, al 36608 Mr. Fred Hughes <a href="mailto:Fhughes@faulkner.edu">Fhughes@faulkner.edu</a> Phone: 251-380-9090 / Fax 251-380-9066	N	0
6	University of South Alabama-Career Service Mobile, AL 36688 Delia Ingram <a href="mailto:dingram@usouthal.edu">dingram@usouthal.edu</a> Phone: 251-460-6188 / Fax 251-460-6091	N	0
7	Springhill College- Career Services 4000 Dauphin Street Mobile, AL 36608 <a href="mailto:careers@shc.edu">careers@shc.edu</a> Phone: 251-380-3000	N	0
8	University of Mobile College	N	0

Student Success Center  
 5735 College Parkway Mobile, AL 36613  
[mmcguire@mail.umobile.edu](mailto:mmcguire@mail.umobile.edu)  
 Phone: 251-442-2292 / Fax 251-442-2498

9	<b>BishopStateCommunity College</b> 414 Stanton Street Mobile, AL36617 <a href="mailto:msimis@bishop.edu">msimis@bishop.edu</a> Phone: 251-405-7052	N	0
10	<b>AlabamaA&amp;MUniversity</b> Career Dept., P.O. Box 1357 Normal, AL35762 <a href="mailto:Brenda.crutcher@aamu.edu">Brenda.crutcher@aamu.edu</a> Phone: 256-372-5000	N	0
11	<b>Alabama State University</b> 915 South Jackson Street Montgomery, AL36195 <a href="mailto:lgsmith@alasu.edu">lgsmith@alasu.edu</a> Phone: 334-229-4100	N	0
12	<b>Bethune-CookmanCollege</b> 640 Dr. Mary Mcleod Bethune Boulevard Daytona Beach, FL32114 <a href="mailto:bonnerd@cookman.edu">bonnerd@cookman.edu</a> Fax 386-481-2139	N	0
13	<b>Jackson State University</b> Career Department, Dr. Valerie Shelby 1400 John R Lynch Street Jackson, MS39217 <a href="mailto:Valerie.j.shelby@jsums.edu">Valerie.j.shelby@jsums.edu</a> Phone: 1-800-848-6817	N	0
14	<b>MississippiValleyStateUniversity</b> 14000 Highway 82 West Itta Berna, MS 38941 <a href="mailto:careerservices@mvsu.edu">careerservices@mvsu.edu</a> Phone; 662-254-9041		
15	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	N	0
16	<b>Word-of-Mouth Referral</b>	Y	2
17	<b>E-mail to all CMI Business Managers</b> <a href="mailto:CMIBusinessManagers@cumulus.com">CMIBusinessManagers@cumulus.com</a>	N	0
18	<b>Cumulus Jobs</b> <a href="http://Cumulusjobs.com">Cumulusjobs.com</a>	Y	39

19	<b>Walk-In/Self-Referral</b>	N	0
20	<b>EmployFlorida</b> www.employflorida.com	N	0
21	<b>Traffic Director's Guild of America ("TDGA")</b> www.tdga.com	N	0
22	<b>Urban Insite</b> www.urbaninsite.com	N	0
23	<b>All Access</b> www.allaccess.com	N	0
24	<b>RADIO ONLINE</b> www.jobs.radio-online.com	N	0
25	<b>Inside Radio</b> <b>Contact:</b> Gene McKay 1-800-640-8852	N	0
26	<b>TalkersMagazine</b> www.talkers.com	N	0
27	<b>Career Builder</b> www.Careerbuilder.com	N	0
28	<b>Linkedin.com</b>	Y	10
29	<b>Craig's List</b> www.pensacolacraigslis.org	N	0
30	<b>Open House(as listed in Section III)</b>	N	0
31	<b>Indeed.com</b> <u>www.indeed.com</u>	N	0
32	<b>SEU Job Fairs(as listed in Section III)</b>	Y	1
33	<b>Internal Transfer</b>	Y	6
34	<b>Regional Help Wanted</b> www.regionalhelpwanted.com	N	0
35	<b>University of Central Florida</b> 4000 Central Florida Blvd. Orlando, FL. 32708 <u>Contact: Ronald Michaels Ronald.michaels@ucf.edu</u>	N	0
36	<b>University of Alabama at Birmingham</b> 1150 10 <sup>th</sup> Ave South, BEC 218D <u>knk@uab.edu</u>	N	0

37	<b>University of Alabama</b> <u>361 Stadium Drive Attn Joe Calamusa jcalamus@cba.us.edu</u> Tuscaloosa, AL 35406	N	0
38	<b>Tuskegee University</b> <b>Brimmer College of Business and Information Sciences</b> Tuskegee, Ala 36088	N	0
39	<b>Nova Southeastern University</b> <u>3301 College Ave. dannacher@nova.edu</u> Fort Lauderdale, FL 33314	N	0
40	<b>Nicholls State University</b> P.O. Box 2015 906 E. First Street Thibodaux, LA 70310	N	0
41	<b>Kennesaw State University</b> 1000 Chastain Rd Building 4 Room 281 Kennesaw, GA 30144	N	0
42	<b>Georgia State University</b> <u>Robinson College of Business P.O. Box 3991 jboles@gsu.edu</u> Atlanta, GA 30302	N	0
43	<b>Florida State University</b> The Sales Institute <u>821 Academic Way ppallention@cob.fsu.edu</u> Tallahassee, FL 32306	N	0
44	<b>Auburn University</b> 415 West Magnolia Ave 201 Lowder Business Building <u>abernav@auburn.edu</u> Auburn, AL 36849	N	0
45	<b>Nova Southeastern University</b> <u>3301 College Ave dh113@huizenga.nova.edu</u> Fort Lauderdale, FL 33314	N	0

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RECRUITMENT INITIATIVES

Type of Recruitment Initiative			Brief Description of Activity
Presentation	Attendee	3/29/2016	A live and interactive session for Market Managers and Business Managers covering the FCC's Equal Employment Opportunity Rules. Emphasis was placed on wide dissemination of information concerning each full time job vacancy. In addition, information was provided on how to develop adequate recruitment sources, as well as, recruitment initiatives. Three days after the live presentation, a power point presentation was posted on-line for future review if needed.
Presentation	Attendee	4/29/2016	On April 29, 2016, this SEU participated in The Annual Spring Job Fair sponsored by CareerSource Escarosa and held at the Pensacola Bay Center in Pensacola. SEU representatives occupied a booth and spoke with attendees about career opportunities in radio and job openings within the SEU. SEU participants included our Vice President of Sales and Sales Assistant. Resumes from interested attendees were collected. This event was promoted on one or more SEU stations.
Presentation	Attendee	5/26/2016	On May 26, 2016, our SEU participated in The Hiring our Heroes Job Fair sponsored by U.S. Chamber of Commerce. This event took place on the campus of Pensacola State College. SEU representatives occupied a booth and spoke with attendees about career opportunities in radio and job openings within the SEU. SEU participants included our local manager of Sales and Sales Assistant. Resumes from interested attendees were collected. This event was promoted on one or more SEU stations.
Presentation	Attendee	6/14/2016	Company hosted a webinar and training on the laws relating to Employment Discrimination. A Guide to Compliance was discussed, presenting scenarios and the laws that apply. Attendance was mandatory for all managerial employees. Webinar concluded with a Question and Answer session. The 67 page Guide in printed form was made available to all attendees.
Presentation	Attendee	6/15/2016	On June 15, 2016, our SEU participated in the Santa Rosa Summer Job Fair. This was sponsored by the CareerSource Escarosa and Pensacola State College. This event took place on the Pensacola State main campus in Milton. SEU representatives occupied a booth and spoke with attendees about career opportunities in radio and job openings within the SEU. SEU participants included our Market Manager and Sales Assistant. Resumes from interested attendees were collected. This event was promoted on one or more SEU stations.