

WCOA(AM), WJTQ(FM), WRRX(FM), WXBM-FM and WMEZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2014 – September 30, 2015

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
Sales Representative	1-3,6,7,8,10,12,13,14,15,31	15
Sales Representative	1-3,6,7,8,10,12,13,14,15,16,31	16
VP Sales	1-3,7,8,10,12,13,14,16,18	16
Local Sales Manager	1-3,7,8,10,12,13,14,16,18,31	16
Sales Representative	1-3,7,8,10,12,13,14,16,15,18,31	16
Production Director	1-3,7,8,10,12,13,14,16,18	16
Operations Manager	35,36,37,38,39,40,41,42,43,44,45,33	33
Program Director WXBM-FM	16,23,33	33
Program Director WMEZ	1-3,7,8,10,12,13,14,16,18,23	16

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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 Reporting Period
1	Ohio Center for Broadcasting 5330 East Main Street, Suite 200 Columbus, Ohio 43213 Contact: Gary James gary@beonair.com Phone: 614-245-0555	N	0
2	Pensacola State College 1000 College Boulevard Pensacola, FL 32504 Career Dept. gbixel@pensacolastate.edu http://pjeworksonline.pjc.edu Phone: 850-484-1655 / Fax 850-484-1694	N	0
3	University of West Florida 11000 University Parkway Pensacola, FL. 32514 nford@uwf.edu http://uwf.edu/career Phone: 850-474-2254	N	0
4	Alabama Career Center-Employment Service 515 Springhill Plaza Court Mobile, AL 36608 Fay Long Fay.long@dir.alabama.gov Phone: 251-461-4450 / Fax 251-461-4443	N	0
5	Faulkner University-Career Service 3943 Airport Boulevard Mobile, AL 36608 Mr. Fred Hughes Fhughes@faulkner.edu Phone: 251-380-9090 / Fax 251-380-9066	N	0
6	University of South Alabama-Career Service Meisler Hall Suite # 21 Mobile, AL 36688 Delia Ingram dingram@usouthal.edu Phone: 251-460-6188 / Fax 251-460-6091	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Springhill College- Career Services 4000 Dauphin Street Mobile, AL 36608 Ashley Dunklin careers@shc.edu Phone: 251-380-3000	N	0
8	University of Mobile College Student Success Center 5735 College Parkway Mobile, AL 36613 mmcguire@mail.umobile.edu Phone: 251-442-2292 / Fax 251-442-2498	N	0
9	Bishop State Community College 414 Stanton Street Mobile, AL 36617 msimis@bishop.edu Phone: 251-405-7052	N	0
10	Alabama A&M University Career Dept., P.O. Box 1357 Normal, AL 35762 Brenda.crutcher@aamu.edu Phone: 256-372-5000	N	0
11	Alabama State University 915 South Jackson Street Montgomery, AL 36195 lgsmith@alasu.edu Phone: 334-229-4100	N	0
12	Bethune-Cookman College 640 Dr. Mary Mcleod Bethune Boulevard Daytona Beach, FL 32114 bonnerd@cookman.edu Fax 386-481-2139	N	0
13	Jackson State University Career Department, Dr. Valerie Shelby 1400 John R Lynch Street Jackson, MS 39217 Valerie.j.shelby@jsums.edu Phone: 1-800-848-6817	N	0
14	Mississippi Valley State University 14000 Highway 82 West Itta Bena, MS 38941 careerservices@mvsu.edu Phone; 662-254-9041	N	0
15	On-Air Announcements <i>(one or more SEU stations)</i>	N	11
16	Word-of-Mouth Referral	N	12
17	E-mail to all CMI Business Managers CMIBusinessManagers@cumulus.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Cumulus Jobs Cumulusjobs.com	N	27
19	Walk-In/Self-Referral	N	0
20	Employ Florida www.employflorida.com	N	0
21	Traffic Director's Guild of America ("TDGA") www.tdga.com	N	0
22	Urban Insite www.urbaninsite.com	N	0
23	All Access www.allaccess.com	N	2
24	RADIO ONLINE www.jobs.radio-online.com	N	0
25	Inside Radio Contact: Gene McKay 1-800-640-8852	N	0
26	Talkers Magazine www.talkers.com	N	0
27	Career Builder www.Careerbuilder.com	N	0
28	Facebook.com	N	
29	Craig's List www.pensacolacraigslis.org	N	0
30	Open House (as listed in Section III)	N	0
31	Indeed.com www.indeed.com	N	16
32	SEU Job Fairs (as listed in Section III)	N	0
33	Internal Transfer	N	0
34	Regional Help Wanted www.regionalhelpwanted.com	N	0
35	University of Central Florida 4000 Central Florida Blvd. Orlando, FL. 32708 Contact: Ronald Michaels Ronald.michaels@ucf.edu	N	0
36	University of Alabama at Birmingham 1150 10 th Ave South, BEC 218D knk@uab.edu	N	0
37	University of Alabama 361 Stadium Drive Attn Joe Calamusa jcalamus@cba.us.edu Tuscaloosa, AL 35406	N	0
38	Tuskegee University Brimmer College of Business and Information Sciences Tuskegee, Ala 36088	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Nova Southeastern University 3301 College Ave. dannacher@nova.edu Fort Lauderdale, FL 33314	N	0
40	Nicholls State University P.O. Box 2015 906 E. First Street Thibodaux, LA 70310	N	0
41	Kennesaw State University 1000 Chastain Rd Building 4 Room 281 Kennesaw, GA 30144	N	0
42	Georgia State University Robinson College of Business P.O. Box 3991 jboles@gsu.edu Atlanta, GA 30302	N	0
43	Florida State University The Sales Institute 821 Academic Way ppallention@cob.fsu.edu Tallahassee, FL 32306	N	0
44	Auburn University 415 West Magnolia Ave 201 Lowder Business Building abernav@auburn.edu Auburn, AL 36849	N	0
45	Nova Southeastern University 3301 College Ave dh113@huizenga.nova.edu Fort Lauderdale, FL 33314	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			69

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative <i>(Menu Selection)</i>	Brief Description of Activity
1	Host Job Fair	On Sept 27, 2015 Hosted this Job Fair at Simons Mall in Pensacola. Enlisted other employers to come with job career opportunities and openings. Resumes from interested attendees were collected. This event was promoted on WCOA, WXBM-FM, WJTQ, WMEZ and WRRX.