

**WCGQ-FM / WKCN-FM / WLTC-FM / WRCG-AM**  
**EEO Public File Report**

December 1, 2022 - November 30, 2023

**I. VACANCY LIST**

See Master Recruitment Source List (MRS� for recruitment source data)

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
<i>No New Hires during the Reporting Period</i>		

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**II. MASTER RECRUITMENT LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. Interviewees Referred by RS over 12 month period</b>
1	<b>Columbus Technical College</b> Career Connections Center 928 Manchester Expressway Columbus, Georgia 31904 PH: (706) 649-1055	No	0
2	<b>Albany State University</b> GLORIA WILLIAMS 504 College Dr. Albany, Georgia 31705 PH: (229) 430-4654	No	0
3	<b>Clark University - Atlanta</b> ERNITA HEMMITT 223 James P. Brawley Dr. Atlanta, Georgia 30314 PH: (404) 880-6701	No	0
4	<b>Columbus Ledger-Enquirer</b> CLASSIFIED ADS 17 West 12th St. Columbus, GA 31901 PH: (706) 322-4500	No	0
5	<b>Columbus State University</b> KIMBERLY MILLER 4225 University Avenue Columbus, GA 31907 PH: (706) 569-3198	No	0
6	<b>Fort Valley State University</b> ROMELDA SIMMONS 1005 State University Drive Ft. Valley, Georgia 31030 PH: (478-825-6202	No	0
7	<b>Georgia Association of Broadcasters</b> KATHY HAUGEN 8010 Roswell Rd., Suite 150 Atlanta, Georgia 30350 PH: (770) 395-7200	No	0
8	<b>Georgia Department of Labor</b> JAMES LLOYD 700 Veterans Parkway Columbus, GA 31901 (706) 649-7423	No	0
9	Georgia State University DIRECTOR of CAREER CENTER 33 Gilmer St., S.E. Atlanta, GA 30303 PH: (800) 999-8725 Monstertrack	No	0

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10	<b>Georgia Institute of Technology</b> CAREER SERVICES 225 North Avenue Atlanta, Georgia 30331 PH: (800-999-8725 Monstertrack	No	0
11	<b>La Grange College</b> DIANA GOLDWIRE 601 Broad Street La Grange, Georgia 30240 PH: (706) 888-8177	No	0
12	<b>Macon State College</b> ANN LOYD 100 College Station Drive Macon, GA 31206 PH: ( 478) 471-2714	No	0
13	<b>Metro Columbus Urban League</b> LA FINI MOSBY 802 First Avenue Columbus, Georgia 31901 PH: (706) 323-367	No	0
14	<b>Morehouse College</b> HUMAN RESOURCES 830 Westview Drive, S.W. Atlanta, GA 30314 PH: (404) 681-2800 Ext. 2656	No	0
15	<b>NAACP</b> BILL MADISON 514 First Avenue Columbus, GA 31901 PH: (706) 322-1437	No	0
16	<b>Spelman College</b> HAROLD BELL 350 Spelman Lane, S.W. Atlanta, GA 30314 PH: (404) 270-5273	No	0
17	<b>University of Georgia</b> SCOTT T. WILLIAMS Clark Howell Hall, 2nd Floor Athens, GA 30602 PH: (706) 542-3375	No	0

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18	Valdosta State College WINIFRED V. COLLINS 1500 North Patterson St., 2nd Floor Valdosta, GA 31698 PH: (229) 333-5942	No	0
19	<b>National Gay &amp; Lesbian Journalism Association</b> 1420 K Street, N.W., Suite 910 Washington, DC 20005 PH: (202) 588-9888	No	0
20	<b>United States Army Readiness Program</b> MARK MILLS Building 2624, Soldiers Plaza Fort Benning, GA 31905 Email: mark.mils4@us.army.mil	No	0
21	<b>Troy State University</b> KENNY MARCUM 2605 University Place Department of Business Phenix City, AL 36869 PH: (334) 488-5113	No	0
22	<b>Chattahoochee-HelpWanted.com</b> ERIC STRAUSS Regional Help Wanted.com One Civic Center Plaza, Suite 506 Poughkeepsie, New York 12601 PH: (800) 265-8630	No	0
23	<b>LinkedIn.com Website</b>	No	0
24	<b>All Access Website: allaccess.com</b>	No	
25	<b>Manpower</b> Mary Pat Rowland 1648 Whittlesey Road #100 Columbus, GA 31904 706-596-1313	No	0
26	<b>Staffing Connections</b> Candace Boyett 5629 Princeton Avenue, Suite #1 Columbus, GA 31904 706-324-1910	No	0

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27	Walk-In	No	0
28	Current Employees / Internal Candidate	No	0
29	Non Employee Referral	No	0
30	Stations On-Air Announcements	No	0
31	Station Website	No	0
32	Internal Referral	No	0
33			
<b>Total Interviews over 12 month period</b>			<b>0</b>

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## III. Recruitment Initiatives

	<b>Type of Recruitment Initiatives</b>	<b>Brief Description of Activity</b>
<b>1</b>	Columbus State University NPACE Center	PMB Broadcasting entered into a partnership with Columbus State University's Communications Department whereby PMB constructed an operating radio studio at the college at a cost of approximately \$7,500. Additionally, PMB staff works with the students in the Mass Communications program in a lab environment.
<b>2</b>	Columbus State University Department of Communication	PMB provided to CSU's Communications Department, at no-cost, our Operations Manager to teach a Practicum course. OM teaches hands-on skills about radio including audio editing, proper on-air announcing techniques, and methods to get involved with broadcasting companies and potentially gain full-time employment in the industry.
<b>3</b>	Columbus State University Department of Communication Internships	PMB works with CSU's Communication Department to place semester-long paid-interns inside PMB Broadcasting for hands on training in a commercial operating environment.