

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGP-FM, WMGE, WQBZ,  
WRBV, WVCC**

**EEO PUBLIC FILE REPORT**

**December 1, 2017 - November 30, 2018**

**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>
Creative Production	1-2, 4-13, 16-18	10
Outside Account Executive	2, 4-10, 12, 14-19	9
Outside Account Executive	2, 4-10, 12, 14-19	7
Sales Support	1-5, 7-13, 16-19	8
Assistant Program Director/On-Air Talent	1-2, 4-5, 7-13, 16-19	7

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	100 Black Men of Macon P O Box 928 Macon, Georgia 31202 Phone : 478-743-2159 Fax : 1-478-743-4938 Virgil Adams Manual Posting	N	0
2	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
3	Employee Referral	N	2
4	Ft Valley St Univ 1005 State University Dr Ft Valley, Georgia 31030 Phone : 478-825-6202 Email : Elliss@fvsu.edu Fax : 1-478-825-6471 Shirley Ellis	N	0
5	GA College & St Univ Campus Box 87 Univ Career Center, Lanier Hall, #232 Milledgeville, Georgia 31061 Phone : 478-445-5384 Email : Mary.Roberts@gcsu.edu Mary Roberts	N	0
6	Georgia Association of Broadcasters 8010 Roswell Road Atlanta, Georgia 30350 Phone : 770-395-7200 Email : LStory@gab.org Fax : 1-770-395-7200 Luke Story	N	0

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7	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	4
8	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	2
9	Indeed.com 7501 Capital of Texas Hwy 501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	1
10	Internal Posting . Macon, Georgia 31216 Phone : 478-781-1063 Melissa Stinebaugh Manual Posting	N	3
11	LaGrange College 601 Broad St. Lagrange, Georgia 30240 Phone : 706-880-8997 Url : <a href="http://www.lagrange.edu">www.lagrange.edu</a> Email : <a href="mailto:CareerCenter@lagrange.edu">CareerCenter@lagrange.edu</a> Dr Karen Pruett	N	0
12	Middle GA College 1100 Second St Cochran, Georgia 31014 Phone : 478-301-2700 Email : <a href="mailto:Melinda.Moffett@mga.edu">Melinda.Moffett@mga.edu</a> Dr Melinda Moffett	N	0

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<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>
13	NAACP-Macon 290 Rogers Ave. Macon, Georgia 31208 Phone : 478-745-9944 Thelma Dillard Manual Posting	N	0
14	National Black Prgrammers Coalition . . Macon, Georgia 31210 Phone : 866-206-9069 x5511 Url : www.nbpcinc.com Email : RadioLady@bellsouth.net M .George	N	0
15	National Black Programmers Coalition (NBPC) . . Atlanta, Georgia . Phone : 866-206-9069 x5511 Url : www.mynbpcairspace.ning.com Email : RadioLady@bellsouth.net M George	N	0
16	Station Website Posting (one or more SEU stations) 7080 Industrial Hwy Macon, Georgia 31216 Phone : 478-781-1063 Melissa Stinebaugh Manual Posting	N	2
17	Urban Insite . . . , Georgia . Url : http://www.urbaninsite.com/ Contact contact@broadcast1source.com Manual Posting	N	0
18	Wesleyan College 4760 Forsyth Rd Macon, Georgia 31210 Phone : 478-757-5224 Email : sschanck@wesleyancollege.edu Sarah Schanck	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
19	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>14</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/29/2018	Hosting of Job Fair	Area Market President represented Macon/Newnan/LaGrange at the Augusta Career Fair.	1	Mkt President
2	5/10/2018	Hosting of Job Fair	iHM-Macon hosted a Career Fair with 20 other companies looking for people to hire in the local area. The Career Fair was held at the Anderson Conference Center in Macon, GA, from 11AM-4PM on Thursday, 5/10/18.	10	RMP GSM SVPP Account Execs
3	6/5/2018	Establishment of an intern program designed to assist members of the community	Bibb County School District has an intern/extern program for teachers with specialized education that allows them to go out into the workplace in the area to learn different career fields. Ms. Deandra Richard, who works at Westside High School, came to iHeart Media-Macon to shadow our Senior Sales Executive and Programming, to learn about Broadcast Marketing. Bibb County paid for her to come and shadow our employees. This program will assist Ms. Richard to teach her High School Students about marketing, specifically in the Broadcasting career field.	3	SVPP Sr Account Exec Traffic Director
4	10/25/2018	Hosting of Job Fair	Career Fair at the Anderson Conference Center, 10/25/18 from 10A-2P with 18 tables for participants to visit.	6	GSM SVPP Sales
5	10/26/2018	Participation in events or programs sponsored by educational institutions	Bibb County Mentors Project; TexJames, local DJ, goes to local high schools and helps encourage children to stay and graduate, and shows them how this can help them get Broadcasting careers.	1	DJ/On Air Talent