

Federal Communications Commission

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Account number: 402120

Description: 2015 COLUMBUS, GA. SEU

Application Reference Number: 20151201CUO

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Federal Communications Commission Washington, D.C. 20554 FCC 397		Approved by OMB 3060-0922 (September 2002) FOR FCC USE ONLY		
BROADCAST MID-TERM REPORT		FOR COMMISSION USE ONLY FILE NO. - 20151201CUO		
Legal Name of the Licensee CC LICENSES, LLC				
Mailing Address 2625 S. MEMORIAL DRIVE SUITE A				
City TULSA		State or Country (if foreign address) OK	Zip Code 74129 -	
Telephone Number (include area code) 9186644581		E-Mail Address (if available)		
FCC Registration Number 0014042816	Facility ID Number 60764		Call Sign WDAK	
TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV		
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report				
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
[Station List]				
Station List				
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WDAK	60764	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	COLUMBUS, GA	<input type="radio"/> Yes <input checked="" type="radio"/> No
WVRK	39457	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	COLUMBUS, GA	<input type="radio"/> Yes <input checked="" type="radio"/> No

WSTH-FM	60763	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	ALEXANDER CITY, AL	<input type="radio"/> Yes <input checked="" type="radio"/> No
WGSY	66668	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	PHENIX CITY, AL	<input type="radio"/> Yes <input checked="" type="radio"/> No
WHAL	32383	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	PHENIX CITY/COLUMBUS, AL	<input type="radio"/> Yes <input checked="" type="radio"/> No
WAGH	60656	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	SMITHS, AL	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name ELIZABETH GOLDIN		Street Address 1776 K STREET, N.W.	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027193199

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent ROBERT H. WALLS, JR.
Title EXECUTIVE VICE PRESIDENT	Telephone No. (include area code) 9186644581
Date 12/1/2015	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: ANETRA STRICKLAND	Title: BUSINESS MANAGER
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1
Description: EEO PUBLIC FILE REPORTS

Attachment 1

Description
2014 EEO Public File Report
2015 EEO Public File Report

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2014 - November 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
Account Executive Radio Sales	1, 3-6, 8-12	11
Account Executive Radio Sales	1, 3-6, 8-12	11
Program Director	2	2
Sales and Business Assistant	5, 7, 13	7

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2014 - November 30, 2015

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	Columbus Tech 928 Manchester Expressway Columbus, Georgia 31904 Url : http://www.columbustech.edu Email : prosenberg@columbustech.edu Pat Rosenburg	N	0
2	Exigent Circumstances	N	1
3	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
4	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
5	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	1
6	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	0

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2014 - November 30, 2015

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Integra Business Alternatives 233 12th Street Columbus, Georgia 31901 Phone : 706-221-6916 Alexandra Baxter Manual Posting	N	1
8	Job Fair (<i>See Section III</i>)	N	0
9	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
10	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0
11	Word-of-Mouth Referral	N	2
12	On-Air Announcements (<i>one or more SEU Stations</i>)	N	0
13	DirectEmployers.org (<i>association distributing job postings to state workforce agencies as well as diversity-oriented job boards</i>)	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2014 - November 30, 2015

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	3/19/2015	Participation in events or programs sponsored by educational institutions	On March 19, 2015, our SEU's Operations Manager gave a guest lecture at the Leadership Institution communications class, at Columbus State University. During the lecture, our Operations Manager discussed broadcast career opportunities and the skills needed to succeed in radio	1	Operations Manager
2	4/9/2015	Participation in Job Fairs	On April 9, 2015, our SEU participated in a job fair at Albany State University. At the event, our SEU collected resumes and discussed job opportunities with attendees. Station participants included our Program Director and On-Air Personality.	2	Program Director On-air personality
3	4/17/2015	Participation in events or programs sponsored by educational institutions	On April 17, 2015, our SEU's Operations Manager gave a guest lecture at Spencer High School's career day. During the event, our Operations Manager discussed broadcast career opportunities and the skills needed to succeed in radio.	1	Operations Manager
4	4/28/2015	Participation in events or programs sponsored by educational institutions	On April 28, 2015, our SEU's Operations Manager gave a guest lecture at Eddy Middle School's career day. During the event, our Operations Manager discussed broadcast career opportunities and the skills needed to succeed in radio.	1	Operations Manager
5	9/30/2015	Participation in Job Fairs	On September 30, 2015, our SEU participated in the Columbus Twelfth Annual Career Expo & Job Fair. At the event, our SEU collected resumes and discussed job opportunities with attendees. Station participants included our Sales Manager and Operations Manager.	2	Sales Manager Operation Manager
6	11/30/2015	Provision of training to management	On November 30, 2015, our Business Manager completed an online training program provided by iHeartMedia corporate entitled "How To Hire the Right People," which covered EEO and non-discrimination issues.	1	Business Manager

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)
EEO PUBLIC FILE REPORT
December 1, 2014 - November 30, 2015

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
7	11/30/2015	Provision of training to management	On November 30, 2015, our Business Manager completed an online training program provided by iHeartMedia corporate entitled "How To Handle Conflict," which covered topics such as preventing discrimination in the workplace.	1	Business Manager

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2013 - November 30, 2014¹

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
Account Executive Radio Sales	2, 8, 10-11, 14-15, 17-19	18
Business Manager	3, 5-8, 12-13	6
Program Director	1, 4, 9-10, 14-17	1
Traffic Manager	3, 5-8, 12-13	6

¹ This Report was revised in November 2015 to address minor reporting and formatting issues.

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2013 - November 30, 2014

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	2
2	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	1
3	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
4	GreatColumbusJobs.com Georgia Url : http://www.greatcolumbusjobs.com Email : melanie@GreatColumbusJobs.com Career Services	N	0
5	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
6	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	2

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2013 - November 30, 2014

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	0
8	Job Fair (<i>See Section III</i>)	N	1
9	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
10	Native American Public Communications Post Office Box 83111 Lincoln, Nebraska 68501 Url : http://www.unl.edu Email : native@unl.edu Career Services	N	0
11	On-Air Announcements (<i>one or more SEU stations</i>)	N	1
12	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
13	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2013 - November 30, 2014

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Society of Professional Journalists 3909 N. Meridian St Indianapolis, Indiana 46208 Url : http://www.spj.org Email : spj@spj.org Career Services	N	0
15	South Asian Journalist Assn 2950 Broadway New York, New York 10027 Url : http://www.columbua.edu Email : saja@columbia.edu Career Services	N	0
16	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
17	US Army Employment Readiness Program Building 2624, Soldiers Plaza Fort Benning, Georgia 31905 Url : http://www.us.army.mil Email : mark.mills4@us.army.mil Career Services	N	0
18	Walk In/Self-Referral	N	1
19	Word of Mouth Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

WAGH(FM), WDAK(AM), WGSY(FM), WHAL(AM), WSTH-FM, WVRK(FM)

EEO PUBLIC FILE REPORT

December 1, 2013 - November 30, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/5/2014	Sponsor events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting	On March 5, 2014, our SEU sponsored a job fair with the Georgia Association of Broadcasters, held at the University of Georgia. Our SEU helped plan and promote the event, including soliciting exhibitors to participate. In addition, our SEU set up a booth at the fair, collecting resumes and discussing career opportunities in broadcasting with attendees. Station participants included our Market Manager.	1	Market Manager
2	3/20/2014	Hosting of Job Fair	On March 20, 2014, our SEU hosted a job fair at the Georgia Department of Labor. Our SEU helped plan and promote the event, including soliciting exhibitors to participate. In addition, our SEU set up a booth at the fair, collecting resumes and discussing career opportunities in broadcasting with attendees. Station participants included our Program Director, Sales Manager, and Operations Manager.	4	Local Sales Manager Account Executive Operations Manager Program Director