

Elizabeth E. Goldin
202.719.3199
egoldin@wileyrein.com

May 14, 2019

VIA POSTING TO FCC ONLINE PUBLIC INSPECTION FILE

Lewis C. Pulley
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission

Re: **Response to Broadcast EEO Audit Letter
WKSP(FM), Aiken, SC, Fac. ID No. 46966**

Dear Mr. Pulley:

On behalf of Capstar TX LLC, licensee of WKSP(FM), Aiken, SC and the commonly owned stations in the Augusta, GA station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of February 14, 2019 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080.¹ Per your request, this submission consists of a sworn statement by Ivy Elam, Area President, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,

A handwritten signature in black ink that reads "Elizabeth E. Goldin".

Elizabeth E. Goldin

¹ The SEU was granted extensions of time to file its response through May 14, 2019.

DECLARATION OF IVY ELAM, AREA PRESIDENT

I, Ivy Elam, hereby declare as follows:

1. I am a Area President for Capstar TX LLC, the licensee of WKSP(FM), Aiken, SC (Facility ID# 46966), which is part of a station employment unit based in Augusta, Georgia and which also includes WLUB(FM) (Facility ID# 59250), WYNF(AM) (Facility ID# 59248), WBBQ-FM (Facility ID# 59249), all Augusta, GA as well as WPRW-FM, Martinez, GA, (Facility ID# 46967) (the "SEU" or "Unit").¹ The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by iHeartMedia, Inc. (collectively, "iHeartMedia"). This Statement and relevant attachments are being submitted in response to the February 14, 2019 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the SEU's EEO compliance (the "EEO Audit Letter").
2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission ("FCC" or the "Commission"), 47 C.F.R. § 73.2080(e)(1).
3. In response to Question 3(a) of the EEO Audit Letter, copies of the SEU's two most recent EEO Public File Reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.

The web addresses of the stations in this SEU are as follows: 963KissFM.com (WKSP(FM)), Bull1057.com (WLUB(FM)), FOXSportsAugusta.com (WYNF(AM)), WBBQ.com (WBBQ-FM), and Power107.net (WPRW-FM). A copy of the current EEO Public File Report is included on or linked to each of these websites.

The date of each full-time hire listed in the SEU's two most recent EEO Public File Reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

4. In response to Question 3(b) of the EEO Audit Letter, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions, including the recruitment reflected in the above EEO Public File Reports. However, pursuant to the EEO Audit Letter, only one such job notice per position is included at Attachment B in addition to announcements sent to sources that have notified the SEU that they want to be alerted to job openings at the Unit, as described in § 73.2080(c)(1)(ii).
5. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B also provide data concerning (a) the total number of interviewees for

¹ On July 30, 2008, the actions necessary to consummate the assignment of license for station WEKL(FM), Augusta, GA (Facility ID 72468) from Capstar TX LLC to the Aloha Station Trust, LLC, as Trustee were completed. *See* FCC File No. BAL-20070619ACD. Pursuant to the underlying trust agreement, WEKL(FM) continues to share employees with the SEU.

each vacancy and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the above EEO Public File Reports.

6. In response to Question 3(d) of the EEO Audit Letter, documentation concerning the Unit's performance of four points worth of recruitment initiative activity as described in § 73.2080(c)(2) during this time period is appended at Attachment C with participating personnel noted therein. This SEU employs a total of 16 full-time employees and is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four points worth of recruitment initiative activity during each two-year period measured from the date the stations in the SEU are required to file license renewal applications.

7. In response to Question 3(e) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of the stations in this SEU based on race, color, religion, national origin or sex filed before a body with jurisdiction under federal, state, territorial or local law during the current license term.

8. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that iHeartMedia deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Broadcast Diversity Recruitment Plan (the "Recruitment Plan" or "Plan") in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how iHeartMedia SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, details the required recordkeeping requirements and provides a quarterly self-assessment program.

At the corporate level, iHeartMedia assists SEUs in understanding and following the Recruitment Plan, employing a team of corporate HR specialists that respond to SEU requests for FCC EEO compliance assistance and/or that call upon outside counsel for additional guidance when warranted. Furthermore, iHeartMedia has a team of internal public inspection file auditors that surveys FCC EEO performance of iHeartMedia SEUs as part of their routine review of overall public file compliance. Finally, in connection with the deployment of HR software throughout the company, iHeartMedia HR's department has conducted training sessions for its SEUs on its hiring policies and procedures, including compliance with the FCC's EEO broad outreach rules, and continues to provide access to training on FCC EEO matters to SEUs via its online HR portal.

At the local level, this SEU's Finance Specialist manages routine FCC EEO compliance efforts under my supervision, including maintaining our recruitment source list, conducting vacancy-specific outreach and retaining the associated records. She also regularly communicates with all SEU hiring managers to reinforce FCC EEO requirements. This SEU's compliance efforts include identifying iHeartMedia's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

9. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company's Recruitment Plan, through the quarterly self-assessment mechanism,

provides SEUs with a regular opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, the SEU includes language on its station websites encouraging qualified community organizations to contact the SEU to request its job notices.

10. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants. This SEU's employment practices are my ultimate responsibility, working in conjunction with in-house counsel at iHeartMedia corporate headquarters and, when applicable, outside employment and labor counsel.

Dated: May 14, 2019

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF IVY ELAM, AREA PRESIDENT**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.



IVY ELAM

TAB A

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF¹
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017²

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
Program Director	1-4, 6-9, 11-12, 14-16	4
Outside Account Executive	1-3, 5-17	10

¹On July 30, 2008, the actions necessary to consummate the assignment of license for station WEKL(FM), Augusta, GA (Facility ID 72468) from Capstar TX LLC to the Aloha Station Trust, LLC, as Trustee were completed. See FCC File No. BAL-20070619ACD. Pursuant to the underlying trust agreement, WEKL(FM) continues to share employees with the SEU.

²This Report was modified in May 2019 to address reporting issues.

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

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 ³
1	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
2	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4044 Email : jsepielli@augustatech.edu Joe Sepielli	N	0
3	Augusta University Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706 737 1604 Email : JGoley@Augusta.edu Julie Goley	N	0
4	Current Employee/Internal Promotion	N	1
5	Former Employee	N	2
6	Georgia Association of Broadcasters (GAB) 8010 Roswell Road Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Email : bhoughton@gab.org Bob Houghton	N	0
7	Georgia Department of Labor 601 Greene Street Augusta, Georgia 30901 Phone : 706-721-3131 Robbie Ross Manual Posting	N	0
8	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	2

³ Some interviewees included here belong to a pool that produced multiple hires overlapping this reporting period and the one immediately preceding it. As a result, they are included in both associated EEO Public File Reports.

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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
9	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	0
10	Indeed.com - Not Directly Contacted by SEU	N	6
11	Internal Posting 2743 Perimeter Parkway Bldg 100 Suite 300 Augusta, Georgia 30909 Phone : 706-396-6000 Cynthia Robinson Manual Posting	N	0
12	Paine College 1235 15TH Street Augusta, Georgia 30901 Phone : 706-821-8388 Email : aewing@paine.edu April Ewing	Y	0
13	Station Website Posting (One or More SEU Stations)	N	1
14	Station Websites (one or more SEU stations) 2743 Perimeter Parkway Augusta, Georgia 30909 Phone : 706 396 6000 Cynthia Robinson Manual Posting	N	0
15	University of South Carolina Aiken (USCA) 471 University Parkway Aiken, South Carolina 29801 Phone : 803-641-3440 Email : MaryCR@usca.edu Mary Cristian	N	0
16	WAFJ Radio 102 LeCompte Avenue North Augusta, South Carolina 29841 Phone : 803-819-3125 Email : info@wafj.com Steve Swanson	N	0
17	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			13

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/12/2017	Participation in Job Fairs	Our SEU participated in The SC Broadcasters Association Job Fair, which is designed to assist stations with their outreach efforts while also providing them with the unique opportunity to meet and even interview students enrolled in broadcast programs at state colleges and universities. The Job Fair typically attracts more than 150 students, many of whom are due to graduate in May 2017.	4	Promotion Director Market President SVP Sales Local Sales Manager
2	5/10/2017	Participation in events sponsored by community groups	<p>CSRA Home Connection</p> <p>Our SVP of Programming and Marketing Director spoke about their Radio Careers. They informed the attendees about the iHeartMedia Career site to review the various opportunities available across the country to increase job opening awareness.</p> <p>CSRA Home Connection is a guide to various local businesses in the Augusta Ga. They not only get together to network and connect with local businesses independently owned and operated but to provide career opportunity awareness to share with the community.</p> <p>They partner with Goodwill Job Connect amongst other local non profit and business organizations.</p>	2	SVP of Programming Marketing Director

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	11/30/2017	Establishment of training programs for station personnel	During this reporting period, our Engineering Manager participated in the first of a two-year Market Engineering Manager Development training program led by iHeartMedia's Senior VP of Engineering and other FCC specialists at the company. It is a customized development program that identifies highly motivated individuals who have demonstrated the potential to grow into major market engineering managers. Using both classroom education and field experience, each participant is given an Individual Development Plan with a structured curriculum. The training covers topics including AM/FM antenna system construction, studio relocation projects, AM/FM frequency allocations, FCC inspection and enforcement as well as other subjects such as IT, project management and safety.	1	Engineering Manager
4	9/28/2017	Participation in events or programs sponsored by educational institutions	Pamplin College of Arts, Humanities, and Social Sciences Our SEU's Marketing Promotions Manager, discussed how her liberal arts degree has been applied to her career in broadcast radio. She spoke on her experience as well as job opportunities at iHeartMedia. She provided students the iHeartMedia Career site to view and apply for opportunities available across the country.	1	Marketing Promotions Manager

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF¹**EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018²****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	1-3, 5-7, 9-11, 13	7
Account Executive	1-3, 5-13	8
Promotions/On Air Personality	1-13	4
Receptionist	1-3, 5, 7-13	8

¹On July 30, 2008, the actions necessary to consummate the assignment of license for station WEKL(FM), Augusta, GA (Facility ID 72468) from Capstar TX LLC to the Aloha Station Trust, LLC, as Trustee were completed. See FCC File No. BAL-20070619ACD. Pursuant to the underlying trust agreement, WEKL(FM) continues to share employees with the SEU.

²This Report was modified in May 2019 to address reporting issues.

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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 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
2	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4044 Email : jsepielli@augustatech.edu Joe Sepielli	N	0
3	Augusta University Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706 737 1604 Email : JGoley@Augusta.edu Julie Goley	N	0
4	Current Employee/Internal Promotion	N	1
5	Georgia Association of Broadcasters (GAB) 8010 Roswell Road Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Email : bhoughton@gab.org Bob Houghton	N	0
6	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	3
7	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	9
8	Indeed.com - Not Directly Contacted by SEU	N	6

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
9	Internal Posting 2743 Perimeter Parkway Bldg 100 Suite 300 Augusta, Georgia 30909 Phone : 706-396-6000 Cynthia Robinson Manual Posting	N	0
10	Paine College 1235 15TH Street Augusta, Georgia 30901 Phone : 706-821-8388 Email : aewing@paine.edu April Ewing	Y	0
11	University of South Carolina Aiken (USCA) 471 University Parkway Aiken, South Carolina 29801 Phone : 803-641-3440 Email : MaryCR@usca.edu Mary Cristian	N	0
12	WAFJ Radio 102 LeCompte Avenue North Augusta, South Carolina 29841 Phone : 803-819-3125 Email : info@wafj.com Steve Swanson	N	0
13	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/2/2018	Participation in events or programs sponsored by educational institutions	Students from Richmond County Board of Education will be at the Augusta IHM office for National Job Shadowing day on February 2nd @ 10am-12pm.	5	Market SVP Sales Market SVP Programming Program Director Program Director
2	3/29/2018	Hosting of Job Fair	Thursday, March 29, 2018 Julian Smith Casino Augusta, GA iHeartMedia Augusta hosted its 1st Inaugural Career and Job fair! We solicited local participating employers to help them in meeting with prospective employees by hosting this event. from 12 noon to 4pm. Our SEU organized all logistics of the event, promoted the fair via on-air announcements as well as on the station websites, and also participated as a local employer, interacting with interested attendees regarding careers in broadcasting.	12	Market SVP Sales Market SVP Programming Market President Program Director
3	8/23/2018	Establishment of training programs for station personnel	Our Engineering Manager completed a two-year Market Engineering Manager Development training program led by iHeartMedia's Senior VP of Engineering and other FCC specialists at the company. It is a customized development program that identifies highly motivated individuals who have demonstrated the potential to grow into major market engineering managers. Using both classroom education and field experience, each participant is given an Individual Development Plan with a structured curriculum. The training covered topics including AM/FM antenna system construction, studio relocation projects, AM/FM frequency allocations, FCC inspection and enforcement as well as other subjects such as IT, project management and safety.	1	Engineering Manager

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/25/2018	Hosting of Job Fair	<p>Thursday, October 25, 2018 Julian Smith Casino Augusta, GA</p> <p>iHeartMedia Augusta hosted it's Fall Career and Job fair! We solicited local participating employers to help them in meeting with prospective employees by hosting this event from 12 noon to 4pm. Our SEU organized all logistics of the event, promoted the fair via on-air announcements as well as on the station websites, and also participated as a local employer, interacting with interested attendees regarding careers in broadcasting.</p>	15	Market SVP Sales Market SVP Programming Market President National Sales Assistant
5	10/15/2018	Establishment of training programs for station personnel	<p>Beginning in October 2018, our SEU's Production Director offered training and mentoring to help a Promotions Assistant advance in her career by providing instruction on skills that enhance her ability to qualify for different and higher-level positions within the broadcast industry. The instruction included training on critical production and continuity software for editing and production orders. The employee received hands-on experience and shadowed the Production Director, and continues to fill in for him on an as-needed basis to continue her learning experience.</p>	3	Production & Continuity Manager Operations Manager Promotions Assistant

TAB B

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Program Director

Recruitment source referring hiree: Current Employee/Internal Promotion

Date of hire: 2/20/2017

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	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
2	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4044 Email : jsepielli@augustatech.edu Joe Sepielli	N	0
3	Augusta University Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706 737 1604 Email : JGoley@Augusta.edu Julie Goley	N	0
4	Current Employee/Internal Promotion	N	1
6	Georgia Association of Broadcasters (GAB) 8010 Roswell Road Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Email : bhoughton@gab.org Bob Houghton	N	0
7	Georgia Department of Labor 601 Greene Street Augusta, Georgia 30901 Phone : 706-721-3131 Robbie Ross Manual Posting	N	0

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Program Director

Recruitment source referring hiree: Current Employee/Internal Promotion

Date of hire: 2/20/2017

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
8	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	2
9	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	0
11	Internal Posting 2743 Perimeter Parkway Bldg 100 Suite 300 Augusta, Georgia 30909 Phone : 706-396-6000 Cynthia Robinson Manual Posting	N	0
12	Paine College 1235 15TH Street Augusta, Georgia 30901 Phone : 706-821-8388 Email : aewing@paine.edu April Ewing	Y	0
14	Station Websites (one or more SEU stations) 2743 Perimeter Parkway Augusta, Georgia 30909 Phone : 706 396 6000 Cynthia Robinson Manual Posting	N	0

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Program Director

Recruitment source referring hiree: Current Employee/Internal Promotion

Date of hire: 2/20/2017

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
15	University of South Carolina Aiken (USCA) 471 University Parkway Aiken, South Carolina 29801 Phone : 803-641-3440 Email : MaryCR@usca.edu Mary Cristian	N	0
16	WAFJ Radio 102 LeCompte Avenue North Augusta, South Carolina 29841 Phone : 803-819-3125 Email : info@wafj.com Steve Swanson	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Program Director

Position: Program Director

Hire Date: February 20, 2017

This report, generated by BroadcastSource, verifies that WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF used BroadcastSource to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from BroadcastSource

From: contact@broadcastsource.com

Details:

iHeartMedia Stations

Job Summary:

Leads all aspects of radio station's on-air experience in a leadership and operations role, responsible for talent, content, programming, and online presence.

Responsibilities

- Reviews and determines all commercial and paid programming content; decides music play lists; schedules programming in conformance with FCC rules and regulations, company policy and applicable federal, state, and local laws; protects station license.
- Plans and oversees tone, programming, production, sound & theme, website, online presence, and social media.
- Collaborates with Production to enlist musical direction and seeks options that meet editorial scope.
- Fields record label calls, schedules music, and checks social media to ensure music remains consistent with station's brand.
- Identifies, recruits, and coaches on-air talent, producers, news directors, and reporters, e.g., frequently listens/airchecks sessions with on-air talent,
- Provides direction to DJ and audio engineer on content
- Partners with Market President, Programming and Sales in support of local and corporate business goals to increase market share, listeners, ratings, advertiser satisfaction, and revenue while aligning programming fit with

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Program Director

client, station, and audience; creates talent and station marketing, promotion, and image campaigns.

- Determines and maintains creative vision for station(s) to enhance station image and visibility within the community.
- Evaluates programming available from distributors, syndicators, and independent producers to recommend acquisitions for broadcast.
- Schedules staff for on-air shifts, remotes, and appearances.
- Ensures staff has taken/passed/maintained all company programs, plans, and training (e.g., RBI, Payola/Plugola).
- Prepares and manages Programming Department budget on a yearly, quarterly, and monthly basis.
- Establishes and maintains professional relationships with producers, artists' managers, composers and other industry contacts.
- Handles all payables according to company policy and in a prompt fashion.

Qualifications

- Extensive knowledge of FCC broadcast rules and regulations; knowledge of federal, state and local contesting rules and regulations
- Demonstrated ability to use tools to gather and analyze ratings data, make business decisions based on analysis; sound judgment and quality decision-making skills
- Extensive knowledge of Diary data analysis; working knowledge of RCS products including GSelector and NexGen
- Knowledge and appreciation of diverse music genres, excellent on-air performance, familiarity with radio programming
- Excellent team leadership and delegation skills, including motivation of staff; can set goals & expectations, provide honest feedback and manage performance
- Strong interpersonal skills
- High degree of planning and organizing skills; can multi-task and meet specific deadlines
- Flexible, creative, and innovative in using technology to deepen listener relationships
- Ability to think both tactically and strategically
- Ability to work independently and collaboratively with others
- Superior oral and written communication skills; excellent grammar; can adjust communications style based on

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Program Director

audience needs

- Entrepreneurial and assertive in meeting goals
- Ability to influence others, inspire innovation and ensure a client focus

Work Experience

- Prior experience directing and managing a team
- Experience with local formats preferred
- Prior experience as a broadcaster, either in news, sports, or as a DJ preferred
- Prior experience as a Program Director or Assistant Program Director preferred in Country format

Education

- 4-year college degree preferred

Certifications

- None required

Location

Augusta, GA: 2743 Perimeter Parkway, Bldg 1, 30909

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Requirements:

Experience:

Additional Information:

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Program Director

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Augusta-GA/Program-Director_Req3116

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Peter Fulton at peterfulton@iheartmedia.com

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Program Director

RS Number	Recruiting Source	Date and Time
1	All Access Music E-mail: jdenver@allaccess.com	Sent: 6/8/2016 9:04:29 AM
2	Augusta Technical College E-mail: jsepielli@augustatech.edu	Sent: 6/8/2016 9:04:25 AM
3	Augusta University E-mail: JGoley@Augusta.edu	Sent: 6/8/2016 9:04:28 AM
6	Georgia Association of Broadcasters (GAB) E-mail: bhoughton@gab.org	Sent: 6/8/2016 9:04:25 AM
12	Paine College E-mail: aewing@paine.edu	Sent: 6/8/2016 9:04:26 AM
15	University of South Carolina Aiken (USCA) E-mail: MaryCR@usca.edu	Sent: 6/8/2016 9:04:27 AM
16	WAFJ Radio E-mail: info@wafj.com	Sent: 6/8/2016 9:04:28 AM

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Outside Account Executive

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU

Date of hire: 11/7/2016¹

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU

Date of hire: 1/11/2017

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	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
2	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4044 Email : jsepielli@augustatech.edu Joe Sepielli	N	0
3	Augusta University Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706 737 1604 Email : JGoley@Augusta.edu Julie Goley	N	0
5	Former Employee	N	2
6	Georgia Association of Broadcasters (GAB) 8010 Roswell Road Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Email : bhoughton@gab.org Bob Houghton	N	0
7	Georgia Department of Labor 601 Greene Street Augusta, Georgia 30901 Phone : 706-721-3131 Robbie Ross Manual Posting	N	0

¹While part of the same recruitment effort, this hire took place prior to the SEU's December 1, 2016-November 30, 2017 FCC EEO reporting period. Further, the associated pool of interviewees is included in the EEO Public File Reports for both reporting periods.

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Outside Account Executive

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU

Date of hire: 11/7/2016

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU

Date of hire: 1/11/2017

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
8	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
9	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	0
10	Indeed.com - Not Directly Contacted by SEU	N	6
11	Internal Posting 2743 Perimeter Parkway Bldg 100 Suite 300 Augusta, Georgia 30909 Phone : 706-396-6000 Cynthia Robinson Manual Posting	N	0
12	Paine College 1235 15TH Street Augusta, Georgia 30901 Phone : 706-821-8388 Email : aewing@paine.edu April Ewing	Y	0
13	Station Website Posting (One or More SEU Stations)	N	1
14	Station Websites (one or more SEU stations) 2743 Perimeter Parkway Augusta, Georgia 30909 Phone : 706 396 6000 Cynthia Robinson Manual Posting	N	0

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Outside Account Executive

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU

Date of hire: 11/7/2016

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU

Date of hire: 1/11/2017

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
15	University of South Carolina Aiken (USCA) 471 University Parkway Aiken, South Carolina 29801 Phone : 803-641-3440 Email : MaryCR@usca.edu Mary Cristian	N	0
16	WAFJ Radio 102 LeCompte Avenue North Augusta, South Carolina 29841 Phone : 803-819-3125 Email : info@wafj.com Steve Swanson	N	0
17	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Outside Account Executive

Position: Outside Account Executive

Hire Date: January 11, 2017

This report, generated by Broadcast1Source, verifies that WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Stations

Job Summary:

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target.

Responsibilities

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.
- Negotiates rates based on iHeartMedia's budgets.

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Fax and E-mail verification summary report for Outside Account Executive

- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

Work Experience

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Fax and E-mail verification summary report for Outside Account Executive

- 2+ years in media/advertising sales is preferred, but not required
- Salesforce experience a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

Augusta, GA: 2743 Perimeter Parkway, Bldg 1, 30909

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Requirements:

Experience:

Additional Information:

Req: 3752 Job Summary: Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target. Responsibilities • Identifies and solicits new business; builds and maintains a full pipeline of sales prospects. • Services and grows relationships in existing base of clients. • Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities. • Delivers effective sales presentations. • Steers clients based on market, platform and station information. • Maintains client communication and ensures client satisfaction. • Monitors competition to continually find new account leads. • Negotiates rates based on iHeartMedia's budgets. • Works collaboratively with internal partners to drive revenue. • Ensures prompt payments. • Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis. • Creates effective marketing campaigns in cooperation with iHeartMedia resources. • Generates revenue and meets/exceeds established sales targets. • Candidate must drive their own vehicle with a valid driver's license and state-

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Fax and E-mail verification summary report for Outside Account Executive

mandated auto insuranceQualifications• Proficient in Microsoft Office suite and social networking platforms• Adept at prospecting and using effective consultative selling principles and practices• Strong client service relationship-building skills• Ability to plan and organize, set priorities and multi task in a fast-paced environment• Negotiation and closing proficiency• Persuasive communication skills: verbal, written and presentation• Independent; self-motivated; competitive; assertive• Strong problem-solving and analytical skills• Understanding of market dynamics including demographics• Stress tolerance especially with tight deadlines and financial pressures• Flexibility and creativity• Professional appearance• Strong interpersonal skillsWork Experience• 2+ years in media/advertising sales is preferred, but not requiredEducation• High school diploma, college degree preferredCertifications• None requirediHeartMedia is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.CANDIDATES WHO MEET THE ABOVE REQUIREMENTS SHOULD APPLY AT:<http://www.iheartmediacareers.com>

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Augusta-GA/Outside-Account-Executive_Req3752

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Cynthia Robinson at cynthiarobinson@iheartmedia.com

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF**Fax and E-mail verification summary report for Outside Account Executive**

RS Number	Recruiting Source	Date and Time
1	All Access Music E-mail: jdenver@allaccess.com	Sent: 8/5/2016 4:02:42 PM
2	Augusta Technical College E-mail: jsepielli@augustatech.edu	Sent: 8/5/2016 4:02:37 PM
3	Augusta University E-mail: JGoley@Augusta.edu	Sent: 8/5/2016 4:02:40 PM
6	Georgia Association of Broadcasters (GAB) E-mail: bhoughton@gab.org	Sent: 8/5/2016 4:02:37 PM
12	Paine College E-mail: aewing@paine.edu	Sent: 9/23/2016 3:01:56 PM
12	Paine College E-mail: aewing@paine.edu	Sent: 8/5/2016 4:02:38 PM
15	University of South Carolina Aiken (USCA) E-mail: MaryCR@usca.edu	Sent: 8/5/2016 4:02:38 PM
16	WAFJ Radio E-mail: info@wafj.com	Sent: 8/5/2016 4:02:41 PM

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Account Executive

Recruitment source referring hiree: iHeartMediaCareers.com

Date of hire: 1/30/2018

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	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
2	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4044 Email : jsepielli@augustatech.edu Joe Sepielli	N	0
3	Augusta University Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706 737 1604 Email : JGoley@Augusta.edu Julie Goley	N	0
5	Georgia Association of Broadcasters (GAB) 8010 Roswell Road Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Email : bhoughton@gab.org Bob Houghton	N	0
6	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

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Account Executive

Recruitment source referring hiree: iHeartMediaCareers.com

Date of hire: 1/30/2018

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	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
9	Internal Posting 2743 Perimeter Parkway Bldg 100 Suite 300 Augusta, Georgia 30909 Phone : 706-396-6000 Cynthia Robinson Manual Posting	N	0
10	Paine College 1235 15TH Street Augusta, Georgia 30901 Phone : 706-821-8388 Email : aewing@paine.edu April Ewing	Y	0
11	University of South Carolina Aiken (USCA) 471 University Parkway Aiken, South Carolina 29801 Phone : 803-641-3440 Email : MaryCR@usca.edu Mary Cristian	N	0
13	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Account Executive

Position: Account Executive

Hire Date: January 30, 2018

This report, generated by Broadcast1Source, verifies that WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

iHeartMedia Stations

Job Summary:

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target.

Responsibilities

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Fax and E-mail verification summary report for Account Executive

- Negotiates rates based on iHeartMedia's budgets.
- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Account Executive

Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- Salesforce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

Augusta, GA: 2743 Perimeter Parkway, Bldg 1, 30909

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Account Executive

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Augusta-GA/Account-Executive_Req9130

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Cynthia Robinson at cynthiarobinson@iheartmedia.com

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Account Executive

RS Number	Recruiting Source	Date and Time
1	All Access Music E-mail: jdenver@allaccess.com	Sent: 11/27/2017 9:49:35 AM
2	Augusta Technical College E-mail: jsepielli@augustatech.edu	Sent: 11/27/2017 9:49:32 AM
3	Augusta University E-mail: JGoley@Augusta.edu	Sent: 11/27/2017 9:49:34 AM
5	Georgia Association of Broadcasters (GAB) E-mail: bhoughton@gab.org	Sent: 11/27/2017 9:49:32 AM
10	Paine College E-mail: aewing@paine.edu	Sent: 11/27/2017 9:49:33 AM
11	University of South Carolina Aiken (USCA) E-mail: MaryCR@usca.edu	Sent: 11/27/2017 9:49:33 AM
13	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 11/27/2017 9:49:31 AM

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Account Executive

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU

Date of hire: 3/5/2018

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	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
2	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4044 Email : jsepielli@augustatech.edu Joe Sepielli	N	0
3	Augusta University Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706 737 1604 Email : JGoley@Augusta.edu Julie Goley	N	0
5	Georgia Association of Broadcasters (GAB) 8010 Roswell Road Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Email : bhoughton@gab.org Bob Houghton	N	0
6	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	1

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Account Executive

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU
Date of hire: 3/5/2018

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	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	0
8	Indeed.com - Not Directly Contacted by SEU	N	1
9	Internal Posting 2743 Perimeter Parkway Bldg 100 Suite 300 Augusta, Georgia 30909 Phone : 706-396-6000 Cynthia Robinson Manual Posting	N	0
10	Paine College 1235 15TH Street Augusta, Georgia 30901 Phone : 706-821-8388 Email : aewing@paine.edu April Ewing	Y	0
11	University of South Carolina Aiken (USCA) 471 University Parkway Aiken, South Carolina 29801 Phone : 803-641-3440 Email : MaryCR@usca.edu Mary Cristian	N	0
12	WAFJ Radio 102 LeCompte Avenue North Augusta, South Carolina 29841 Phone : 803-819-3125 Email : info@wafj.com Steve Swanson	N	0

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Account Executive

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU
Date of hire: 3/5/2018

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
13	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Account Executive

Position: Account Executive

Hire Date: March 5, 2018

This report, generated by Broadcast1Source, verifies that WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

iHeartMedia Stations

Job Summary:

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target.

Responsibilities

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Fax and E-mail verification summary report for Account Executive

- Negotiates rates based on iHeartMedia's budgets.
- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Account Executive

Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- SalesForce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

Augusta, GA: 2743 Perimeter Parkway, Bldg 1, 30909

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Account Executive

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Augusta-GA/Account-Executive_Req9261

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Cynthia Robinson at cynthiarobinson@iheartmedia.com

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Account Executive

RS Number	Recruiting Source	Date and Time
1	All Access Music E-mail: jdenver@allaccess.com	Sent: 11/27/2017 9:48:52 AM
2	Augusta Technical College E-mail: jsepielli@augustatech.edu	Sent: 11/27/2017 9:48:49 AM
3	Augusta University E-mail: JGoley@Augusta.edu	Sent: 11/27/2017 9:48:51 AM
5	Georgia Association of Broadcasters (GAB) E-mail: bhoughton@gab.org	Sent: 11/27/2017 9:48:49 AM
10	Paine College E-mail: aewing@paine.edu	Sent: 11/27/2017 9:48:49 AM
11	University of South Carolina Aiken (USCA) E-mail: MaryCR@usca.edu	Sent: 11/27/2017 9:48:50 AM
12	WAFJ Radio E-mail: info@wafj.com	Sent: 11/27/2017 9:48:51 AM
13	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 11/27/2017 9:48:48 AM

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Promotions/On Air Personality

Recruitment source referring hiree: Current Employee/Internal Promotion

Date of hire: 2/12/2018

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	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
2	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4044 Email : jsepielli@augustatech.edu Joe Sepielli	N	0
3	Augusta University Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706 737 1604 Email : JGoley@Augusta.edu Julie Goley	N	0
4	Current Employee/Internal Promotion	N	1
5	Georgia Association of Broadcasters (GAB) 8010 Roswell Road Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Email : bhoughton@gab.org Bob Houghton	N	0
6	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	2

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Promotions/On Air Personality

Recruitment source referring hiree: Current Employee/Internal Promotion

Date of hire: 2/12/2018

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	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
8	Indeed.com - Not Directly Contacted by SEU	N	1
9	Internal Posting 2743 Perimeter Parkway Bldg 100 Suite 300 Augusta, Georgia 30909 Phone : 706-396-6000 Cynthia Robinson Manual Posting	N	0
10	Paine College 1235 15TH Street Augusta, Georgia 30901 Phone : 706-821-8388 Email : aewing@paine.edu April Ewing	Y	0
11	University of South Carolina Aiken (USCA) 471 University Parkway Aiken, South Carolina 29801 Phone : 803-641-3440 Email : MaryCR@usca.edu Mary Cristian	N	0
12	WAFJ Radio 102 LeCompte Avenue North Augusta, South Carolina 29841 Phone : 803-819-3125 Email : info@wafj.com Steve Swanson	N	0

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Promotions/On Air Personality

Recruitment source referring hiree: Current Employee/Internal Promotion

Date of hire: 2/12/2018

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
13	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Promotions/On Air Personality

Position: Promotions/On Air Personality

Hire Date: February 12, 2018

This report, generated by Broadcast1Source, verifies that WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

iHeartMedia Stations

Job Summary:

Assists the promotions or marketing departments with daily activities that promote the station(s), clients or events.

Responsibilities

- Coordinates and attends client meetings with sellers and sales managers as needed to plan events and event logistics.
- Collaborates with multiple departments to create and execute promotions such as remotes, events, van hits and other street team activities from start to finish.
- Drives promotional vehicles.
- Performs basic office administrative functions and updates station web site.
- Conducts on-site promotions, and handles clients and listeners.
- Sets up and runs audio and other types of equipment; hangs banners and other staging elements.
- Records events (i.e. photos, videos, audio and social media measures for station promotions).

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Fax and E-mail verification summary report for Promotions/On Air Personality

- Sets up, breaks down and transports promotional event equipment as required.
- Prepares contest rules, waivers, and release forms for on air, digital, social media and other contests.
- Supervises prize inventory and in-studio prize sheets as well as awarding of prizes at events.
- May coordinate and oversee on-site appearances, remotes and events.
- May be responsible for all winner prize fulfillment and release forms.

Qualifications

- Advanced skills in Microsoft Office, Photoshop and social media platforms
- Excellent organizational skills; ability to prioritize and effectively manage time
- High work standards and degree of attention to detail
- Problem solving and decision making
- Project management from start to finish; assumes responsibility & accountability for assignments and tasks
- Actively listens; clearly and effectively conveys information; demonstrates effective business writing skills; shows excellent grasp of grammar
- Exhibits good interpersonal skills; collaborates with others; maintains composure when faced with difficult situations and personalities
- Excellent driving record
- Physical ability to stand for multiple hours and lift or move 40-pound objects

Work Experience

- 1-3 years' experience in outdoor promotions and/or marketing and/or customer service

Education

- High school diploma; 4-year college degree preferred (emphasis in Communications, Advertising or Marketing)

Certifications

- Valid driver's license
- Proof of insurability

Location

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Fax and E-mail verification summary report for Promotions/On Air Personality

Augusta, GA: 2743 Perimeter Parkway, Bldg 1, 30909

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Augusta-GA/Promotions-On-Air-Personality_Req9755

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Cynthia Robinson at cynthiarobinson@iheartmedia.com

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF**Fax and E-mail verification summary report for Promotions/On Air Personality**

RS Number	Recruiting Source	Date and Time
1	All Access Music E-mail: jdenver@allaccess.com	Sent: 1/8/2018 9:43:01 AM
2	Augusta Technical College E-mail: jsepielli@augustatech.edu	Sent: 1/8/2018 9:42:59 AM
3	Augusta University E-mail: JGoley@Augusta.edu	Sent: 1/8/2018 9:43:01 AM
5	Georgia Association of Broadcasters (GAB) E-mail: bhoughton@gab.org	Sent: 1/8/2018 9:42:59 AM
10	Paine College E-mail: aewing@paine.edu	Sent: 1/8/2018 9:43:00 AM
11	University of South Carolina Aiken (USCA) E-mail: MaryCR@usca.edu	Sent: 1/8/2018 9:43:00 AM
12	WAFJ Radio E-mail: info@wafj.com	Sent: 1/8/2018 9:43:01 AM
13	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 1/8/2018 9:42:58 AM

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Receptionist

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU
Date of hire: 3/26/2018

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	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
2	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4044 Email : jsepielli@augustatech.edu Joe Sepielli	N	0
3	Augusta University Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706 737 1604 Email : JGoley@Augusta.edu Julie Goley	N	0
5	Georgia Association of Broadcasters (GAB) 8010 Roswell Road Suite 150 Atlanta, Georgia 30350 Phone : 770-395-7200 Email : bhoughton@gab.org Bob Houghton	N	0
7	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	6
8	Indeed.com - Not Directly Contacted by SEU	N	4

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF

Vacancy Data Form

Receptionist

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU

Date of hire: 3/26/2018

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
9	Internal Posting 2743 Perimeter Parkway Bldg 100 Suite 300 Augusta, Georgia 30909 Phone : 706-396-6000 Cynthia Robinson Manual Posting	N	0
10	Paine College 1235 15TH Street Augusta, Georgia 30901 Phone : 706-821-8388 Email : aewing@paine.edu April Ewing	Y	0
11	University of South Carolina Aiken (USCA) 471 University Parkway Aiken, South Carolina 29801 Phone : 803-641-3440 Email : MaryCR@usca.edu Mary Cristian	N	0
12	WAFJ Radio 102 LeCompte Avenue North Augusta, South Carolina 29841 Phone : 803-819-3125 Email : info@wafj.com Steve Swanson	N	0
13	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Receptionist

Position: Receptionist

Hire Date: March 26, 2018

This report, generated by Broadcast1Source, verifies that WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

iHeartMedia Stations

Job Summary:

Functions as the public face of the business, greeting a wide range of visitors; performs a full range of duties including answering and routing telephone calls, record keeping, administrative and clerical work.

Responsibilities

- Routes incoming and outgoing telephone calls at switchboard or multi-line phone.
- Takes and distributes messages as appropriate.
- Greets visitors, issues visitor passes, maintains visitor logs, notifies party of visitor arrival and/or directs visitor to designated area.
- Responds to routine inquiries regarding office location, hours of operation, etc.
- May schedule meeting rooms, prepare basic correspondence, organize and distribute mail, receive and send courier packages, etc.

Qualifications

- Professionalism: makes a good 1st impression; demonstrates respectful, friendly and welcoming behavior; exhibits speech, appearance, body language, mannerisms, and dress appropriate to the environment; maintains

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Receptionist

professional work surroundings

- Ability to learn new systems and processes quickly
- Collaboration with others
- Stress tolerance: composure when faced with difficult/demanding situations and/or personalities
- Ability to multitask, e.g., handle simultaneous incoming calls and visitors
- Proficiency in Microsoft Office Suite and social media platforms
- Demonstrates initiative to find answers to inquiries from guests, staff and self
- Uses professional telephone skills
- Takes responsibility & accountability for assignments or tasks
- Time management: shows attention to detail; meets deadlines; arranges for back-up when not in the office; is punctual
- Adapts to shifts in priorities and/or tasks

Work Experience

- 0-1+ year's experience in a similar role
- Familiarity with similar phone system a plus

Education

- 4-year college degree preferred

Certifications

- None required

Location

Augusta, GA: 2743 Perimeter Parkway, Bldg 1, 30909

Position Type

Regular

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Receptionist

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Augusta-GA/Receptionist_Req10280

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Cynthia Robinson at cynthiarobinson@iheartmedia.com

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
Fax and E-mail verification summary report for Receptionist

RS Number	Recruiting Source	Date and Time
1	All Access Music E-mail: jdenver@allaccess.com	Sent: 2/9/2018 9:46:24 AM
2	Augusta Technical College E-mail: jsepielli@augustatech.edu	Sent: 2/9/2018 9:46:22 AM
3	Augusta University E-mail: JGoley@Augusta.edu	Sent: 2/9/2018 9:46:24 AM
5	Georgia Association of Broadcasters (GAB) E-mail: bhoughton@gab.org	Sent: 2/9/2018 9:46:22 AM
10	Paine College E-mail: aewing@paine.edu	Sent: 2/9/2018 9:46:23 AM
11	University of South Carolina Aiken (USCA) E-mail: MaryCR@usca.edu	Sent: 2/9/2018 9:46:23 AM
12	WAFJ Radio E-mail: info@wafj.com	Sent: 2/9/2018 9:46:24 AM
13	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 2/9/2018 9:46:21 AM

TAB C

**WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
RECRUITMENT INITIATIVE FORM
December 1, 2016 – November 30, 2017**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Job Fair	4/12/2017	Our SEU participated in The SC Broadcasters Association Job Fair, which is designed to assist stations with their outreach efforts while also providing them with the unique opportunity to meet and even interview students enrolled in broadcast programs at state colleges and universities. The Job Fair typically attracts more than 150 students, many of whom are due to graduate in May 2017.
2	Participation in Events Sponsored by Community Groups	5/10/2017	<p>CSRA Home Connection</p> <p>Our SVP of Programming and Marketing Director spoke about their Radio Careers. They informed the attendees about the iHeartMedia Career site to review the various opportunities available across the country to increase job opening awareness.</p> <p>CSRA Home Connection is a guide to various local businesses in Augusta, GA. They not only get together to network and connect with local businesses independently owned and operated but to provide career opportunity awareness to share with the community.</p> <p>They partner with Goodwill Job Connect amongst other local non profit and business organizations.</p>
3	Establishment of Training Program for Station Personnel	11/30/2017	<p>During this reporting period, our Engineering Manager participated in the first of a two-year Market Engineering Manager Development training program led by iHeartMedia's Senior VP of Engineering and other FCC specialists at the company. It is a customized development program that identifies highly motivated individuals who have demonstrated the potential to grow into major market engineering managers. Using both classroom education and field experience, each participant is given an Individual Development Plan with a structured curriculum. The training covers topics including AM/FM antenna system construction, studio relocation projects, AM/FM frequency allocations, FCC inspection and enforcement as well as other subjects such as IT, project management and safety.</p>

WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
RECRUITMENT INITIATIVE FORM
December 1, 2016 – November 30, 2017

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY
4	Participation in Events or Programs Sponsored by Educational Institutions	9/28/2017	Pamplin College of Arts, Humanities, and Social Sciences Our SEU's Marketing Promotions Manager discussed how her liberal arts degree has been applied to her career in broadcast radio. She spoke on her experience as well as job opportunities at iHeartMedia. She provided students the iHeartMedia Career site to view and apply for opportunities available across the country.

Individual Development Plan

Danny Messano

Mentor: Randy Mullinax 770-654-3569

Targeted Skill Growth Areas

This plan is a two year customized development program designed to fill and reinforce those areas necessary for your continued growth within iHeartMedia. You should plan to check in with your mentor at least once a month and more often if you have any questions concerning the course materials.

Q3 2016 Tasks

These tasks must be satisfactorily completed by September 30, 2016

Q4 2016 Tasks

These tasks must be satisfactorily completed by December 31, 2016

11

30

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Q1 2017 Tasks

These tasks must be satisfactorily completed by March 31, 2017

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Q2 2017 Tasks

These tasks must be satisfactorily completed by June 30, 2017

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Q3 2017 Tasks

These tasks must be satisfactorily completed by September 30, 2017

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Q4 2017 Tasks

These tasks must be satisfactorily completed by December 31, 2017

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**WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
RECRUITMENT INITIATIVE FORM
December 1, 2017 – November 30, 2018**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Events or Programs Sponsored by Educational Institutions	2/2/2018	Students from Richmond County Board of Education will be at the Augusta iHM office for National Job Shadowing day on February 2nd@ 10am-12pm.
2	Hosting of Job Fair	3/29/2018	Thursday, March 29, 2018 Julian Smith Casino / Augusta, GA iHeartMedia Augusta hosted its 1st Inaugural Career and Job Fair! We solicited local participating employers to help them in meeting with prospective employees by hosting this event from 12 noon to 4pm. Our SEU organized all logistics of the event, promoted the fair via on-air announcements as well as on the station websites, and also participated as a local employer, interacting with interested attendees regarding careers in broadcasting.
3	Establishment of Training Program for Station Personnel	8/23/2018	Our Engineering Manager completed a Development training program led by iHeartMedia's Senior VP of Engineering and other FCC specialists at the company. It is a customized development program that identifies highly motivated individuals who have demonstrated the potential to grow into major market engineering managers. Using both classroom education and field experience, each participant is given an Individual Development Plan with a structured curriculum. The training covered topics including AM/FM antenna system construction, studio relocation projects, AM/FM frequency allocations, FCC inspection and enforcement as well as other subjects such as IT, project management and safety.

**WBBQ-FM, WKSP, WLUB, WPRW-FM, WYNF
RECRUITMENT INITIATIVE FORM
December 1, 2017 – November 30, 2018**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY
4	Hosting of Job Fair	10/18/2018	<p>Thursday, October 18, 2018 Julian Smith Casino / Augusta, GA</p> <p>iHeartMedia Augusta hosted it's Fall Career and Job fair! We solicited local participating employers to help them in meeting with prospective employees by hosting this event from 12 noon to 4pm. Our SEU organized all logistics of the event, promoted the fair via on-air announcements as well as on the station websites, and also participated as a local employer, interacting with interested attendees regarding careers in broadcasting.</p>
5	Establishment of Training Program for Station Personnel	10/18/2018	<p>Beginning in October 2018, our SEU's Production Director offered training and mentoring to help a Promotions Assistant advance in her career by providing instruction on skills that enhance her ability to qualify for different and higher-level positions within the broadcast industry. The instruction included training on critical production and continuity software for editing and production orders. The employee received hands-on experience and shadowed the Production Director, and continues to fill in for him on an as-needed basis to continue her learning experience.</p>

+ Create Event ▾

Looking for work? Looking for workers?

Be sure to join our



community

**iHeart
MEDIA
AUGUSTA**

CAREER & JOB FAIR

powered by



**Thur, 3/29: 12p-4p
Julian Smith Casino**



MAR
29

IHeartMedia Augusta's Community Career & Job Fair

Public · Hosted by 105.7 The Bull - Augusta's New Country Leader

★ Interested

✓ Going



Thursday, March 29, 2018 at 12 PM – 4 PM
More than a year ago



Julian Smith Casino
2200 Broad Street, Augusta Georgia

Show Map

About

Discussion

80 Went · 249 Interested

Share this event with your friends

Details

iHeartMedia Augusta will host its Inaugural Career and Job fair! We will help employers in meeting with prospective employees by hosting this event from 12 noon to 4pm!

Powered by Sitel and Twin Peaks!

Are you looking for a job? Do you want to make a career change? Interested in full, part-time, or seasonal opportunities? Then bring your resumes and meet top employers, interview for positions, and more!

Advertiser No: 113029 Order No: 1111366396
 Start Date: 02/28/2018 Co-op: No
 End Date: 03/28/2018 Package: No
 Month Type: Broadcast Agency Comm.: 0%
 Revision #: 1
 CPE:
 AE: PROGRAMMING
 Entered: 02/26/2018 12:07 PM by Fusion
 Last Update: 02/26/2018 02:07 PM by 1112891
 Note: iHeartMedia-Augusta Career Fair/ NTR Event
 Note 2:
 Spl Req Inv:

Local Promo Inventory

200 E Basse Rd
 San Antonio, TX 78209

Market Station	Bind To	Start Date	End Date	No Of Weeks	Rate Rev. Type	Skip W. M T W T F S S	Spots/ W.	Spot Length	Ord Spots	Ord Cost
1 Augusta WYNF-AM	00:00-23:59 Local PSA	02/28/18	03/04/18	1	0.00 Local-Direct	0 x x x x x	25	30	25	0.00
2 Augusta WYNF-AM	00:00-23:59 Local PSA	03/05/18	03/25/18	3	0.00 Local-Direct	0 x x x x x x	35	30	105	0.00
3 Augusta WYNF-AM	00:00-23:59 Local PSA	03/26/18	03/28/18	1	0.00 Local-Direct	0 x x x	15	30	15	0.00
4 Augusta BLUB-FM	00:00-23:59 Local PSA	02/28/18	03/04/18	1	0.00 Local-Direct	0 x x x x x	25	30	25	0.00
5 Augusta BLUB-FM	00:00-23:59 Local PSA	03/05/18	03/25/18	3	0.00 Local-Direct	0 x x x x x x	35	30	105	0.00
6 Augusta BLUB-FM	00:00-23:59 Local PSA	03/26/18	03/28/18	1	0.00 Local-Direct	0 x x x	15	30	15	0.00
7 Augusta WBBQ-FM	00:00-23:59 Local PSA	02/28/18	03/04/18	1	0.00 Local-Direct	0 x x x x x	25	30	25	0.00
8 Augusta WBBQ-FM	00:00-23:59 Local PSA	03/05/18	03/25/18	3	0.00 Local-Direct	0 x x x x x x	35	30	105	0.00
9 Augusta WBBQ-FM	00:00-23:59 Local PSA	03/26/18	03/28/18	1	0.00 Local-Direct	0 x x x	15	30	15	0.00
10 Augusta WBBQ-FM	00:00-23:59 Local PSA	02/28/18	03/04/18	1	0.00 Local-Direct	0 x x x x x	25	30	25	0.00
11 Augusta WBBQ-FM	00:00-23:59 Local PSA	03/05/18	03/25/18	3	0.00 Local-Direct	0 x x x x x x	35	30	105	0.00
12 Augusta WKSP-FM	00:00-23:59 Local PSA	03/26/18	03/28/18	1	0.00 Local-Direct	0 x x x	15	30	15	0.00
13 Augusta WKSP-FM	00:00-23:59 Local PSA	02/28/18	03/04/18	1	0.00 Local-Direct	0 x x x x x	25	30	25	0.00
14 Augusta WKSP-FM	00:00-23:59 Local PSA	03/05/18	03/25/18	3	0.00 Local-Direct	0 x x x x x x	35	30	105	0.00
15 Augusta WKSP-FM	00:00-23:59 Local PSA	03/26/18	03/28/18	1	0.00 Local-Direct	0 x x x	15	30	15	0.00
16 Augusta WLUB-FM	00:00-23:59 Local PSA	02/28/18	03/04/18	1	0.00 Local-Direct	0 x x x x x	25	30	25	0.00
17 Augusta WLUB-FM	00:00-23:59 Local PSA	03/05/18	03/25/18	3	0.00 Local-Direct	0 x x x x x x	35	30	105	0.00
18 Augusta WLUB-FM	00:00-23:59 Local PSA	03/26/18	03/28/18	1	0.00 Local-Direct	0 x x x	15	30	15	0.00
19 Augusta WPRW-FM	00:00-23:59 Local PSA	02/28/18	03/04/18	1	0.00 Local-Direct	0 x x x x x	25	30	25	0.00
20 Augusta WPRW-FM	00:00-23:59 Local PSA	03/05/18	03/25/18	3	0.00 Local-Direct	0 x x x x x x	35	30	105	0.00
21 Augusta WPRW-FM	00:00-23:59 Local PSA	03/26/18	03/28/18	1	0.00 Local-Direct	0 x x x	15	30	15	0.00

No. of Spots/Misc/Digital: 2030/0/0

Ordered Gross: \$0.00
 Agency Commission: \$0.00
 Ordered Net: \$0.00
Total Net Due: \$0.00

	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Amt. Ord.:	1820	210	0	0	0	0	0	0	0	0	0	0	0
Gross:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Participating Customers

Local Promo Inventory 100%

CERTIFICATE of COMPLETION
THIS ACKNOWLEDGES THAT

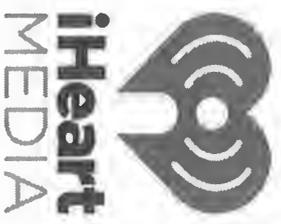
Danny Messano

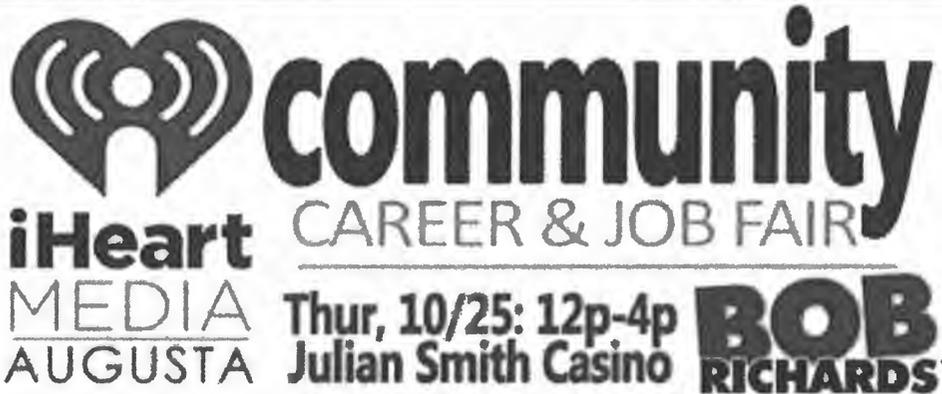
HAS SUCCESSFULLY COMPLETED THE
MARKET ENGINEERING MANAGER
DEVELOPMENT PROGRAM

AUG 23
2018

x 

Tom Cox, Program Coordinator





OCT 25 IHeartMedia Augusta Community Career and Job Fair

Public · Hosted by WBBQ 104.3 Augusta

★ Interested ✓ Going ...

🕒 Thursday, October 25, 2018 at 12 PM – 4 PM
about 6 months ago

📍 Julian Smith Casino
2200 Broad Street, Augusta, Georgia

Show Map

👤 Hosted by WBBQ 104.3 Augusta

Message Host

About

Discussion

22 Went · 57 Interested

Share this event with your friends

Details

iHeartMedia Augusta will host its Fall Career and Job fair! We will help employers in meeting with prospective employees by hosting this event Thursday, October 25th from 12 noon to 4pm at the Julian Smith Casino!

If you are looking for a job or want to make a career change, full time, part-time, or seasonal opportunities will be available. Bring your resume and meet top employers ready to interview and hire!

Advertiser No: 537090 Order No: 1311301237
 Start Date: 10/24/2018 Co-op: No
 End Date: 10/25/2018 Package: No
 Month Type: Broadcast Agency Comm.: 0%
 Revision #: 0
 CPE:
 AE: HOUSE
 Entered: 10/23/2018 11:23 AM by Fusion
 Last Update: 10/23/2018 02:45 PM by cynthiar
 Note: career fair
 Note 2:
 Spl Req Inv:

iheart sales promotions

 2743 Perimeter Parkway
 B100/s300
 Augusta, GA 30909

Market Station	Bind To	Start Date	End Date	No Of Weeks	Rate Rev. Type	Skip W. M T W T F S S	Spots/ W.	Spot Length	Ord Spots	Ord Cost
1 Augusta WYNF-AM	00:00-23:59 Commercial	10/24/18	10/24/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
2 Augusta WYNF-AM	00:00-15:00 Commercial	10/25/18	10/25/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
3 Augusta BLUB-FM	00:00-23:59 Commercial	10/24/18	10/24/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
4 Augusta BLUB-FM	00:00-15:00 Commercial	10/25/18	10/25/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
5 Augusta WBBQ-FM	00:00-23:59 Commercial	10/24/18	10/24/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
6 Augusta WBBQ-FM	00:00-15:00 Commercial	10/25/18	10/25/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
7 Augusta WBBQ-FM	00:00-23:59 Commercial	10/24/18	10/24/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
8 Augusta WKSP-FM	00:00-15:00 Commercial	10/25/18	10/25/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
9 Augusta WKSP-FM	00:00-23:59 Commercial	10/24/18	10/24/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
10 Augusta WKSP-FM	00:00-15:00 Commercial	10/25/18	10/25/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
11 Augusta WLUB-FM	00:00-23:59 Commercial	10/24/18	10/24/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
12 Augusta WLUB-FM	00:00-15:00 Commercial	10/25/18	10/25/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
13 Augusta WPRW-FM	00:00-23:59 Commercial	10/24/18	10/24/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
14 Augusta WPRW-FM	00:00-15:00 Commercial	10/25/18	10/25/18	1	0.00 Local-Direct	0 x	15	30	15	0.00
15 Augusta JLUB-FM	05:00-20:00 Commercial	10/24/18	10/24/18	1	0.00 Local Direct-Streaming	0 x	15	30	15	0.00
16 Augusta JLUB-FM	05:00-15:00 Commercial	10/25/18	10/25/18	1	0.00 Local Direct-Streaming	0 x	15	30	15	0.00
17 Augusta IBBQ-FM	05:00-20:00 Commercial	10/24/18	10/24/18	1	0.00 Local Direct-Streaming	0 x	15	30	15	0.00
18 Augusta IBBQ-FM	05:00-15:00 Commercial	10/25/18	10/25/18	1	0.00 Local Direct-Streaming	0 x	15	30	15	0.00
19 Augusta IBBQ-FM	05:00-20:00 Commercial	10/24/18	10/24/18	1	0.00 Local Direct-Streaming	0 x	15	30	15	0.00



Order Confirmation

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Market Station	Bind To	Start Date	End Date	No Of Weeks	Rate Rev.	Type	Skip	W	M	T	W	T	F	S	S	Spots/ W.	Spot Length	Ord Spots	Ord Cost
20 Augusta IKSP-FM	05:00-15:00 Commercial	10/25/18	10/25/18	1	0.00	0							x			15	30	15	0.00
						Local Direct-Streaming													
21 Augusta IKSP-FM	05:00-20:00 Commercial	10/24/18	10/24/18	1	0.00	0					x					15	30	15	0.00
						Local Direct-Streaming													
22 Augusta IKSP-FM	05:00-15:00 Commercial	10/25/18	10/25/18	1	0.00	0						x				15	30	15	0.00
						Local Direct-Streaming													
23 Augusta ILUB-FM	05:00-20:00 Commercial	10/24/18	10/24/18	1	0.00	0					x					15	30	15	0.00
						Local Direct-Streaming													
24 Augusta ILUB-FM	05:00-15:00 Commercial	10/25/18	10/25/18	1	0.00	0						x				15	30	15	0.00
						Local Direct-Streaming													
25 Augusta IPRW-FM	05:00-20:00 Commercial	10/24/18	10/24/18	1	0.00	0					x					15	30	15	0.00
						Local Direct-Streaming													
26 Augusta IPRW-FM	05:00-15:00 Commercial	10/25/18	10/25/18	1	0.00	0						x				15	30	15	0.00
						Local Direct-Streaming													
27 Augusta IYNF-AM	05:00-20:00 Commercial	10/24/18	10/24/18	1	0.00	0					x					15	30	15	0.00
						Local Direct-Streaming													
28 Augusta IYNF-AM	05:00-15:00 Commercial	10/25/18	10/25/18	1	0.00	0						x				15	30	15	0.00
						Local Direct-Streaming													

No. of Spots/Misc/Digital:	420/0/0	Ordered Gross:	\$0.00
		Agency Commission:	\$0.00
		Ordered Net:	\$0.00
		Total Net Due:	\$0.00

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
Amt. Ord.:	420	0	0	0	0	0	0	0	0	0	0	0	0
Gross:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Net:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Participating Customers

iheart sales promotions 100%