

**WJOX (AM), WJOX (FM), WJQX (FM), WAPI (AM),
WZRR (FM) and WUHT (FM)
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 | AWARE 3600 8 th Avenue S., Suite 200 Birmingham, AL 35222 Contact: Peggy A. Clarke pmpac@bellsouth.net Phone: 251.4773 Fax: 251.0298 | No | 0 |
| 2 | Alabama State Employment Services 3440 3 rd Avenue S. Birmingham, AL 35222 Contact: Barbara Thompson Phone: 254.1300 Fax: 254.13878 | No | 0 |
| 3 | Alabama Department of Rehabilitation Services 3830 Ridgeway Drive Birmingham, AL 35259 Contact: Cynthia Nelson Phone: 1.800.441.7609 Fax: 220.0486 | No | 0 |
| 4 | State Department of Education Adult Vocation Rehab P. O. Box 19880 Birmingham, AL 35219 Contact: Debbie Clemons Phone: 290.4550 Fax: 290.4560 | No | 0 |
| 5 | Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, AL 35244 Contact: Cindi McGee Phone: 982.5001 Fax: 982.0015 | No | 0 |
| 6 | Trussville Career Center 820 Watterson Curve Trussville, AL 35173 Contact: Charles Hammett Trussville.ESO@dir.alabama.gov Phone: 655.0395 Fax: 655.0486 | No | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 7 | Alabaster Career Center 109 Plaza Circle Alabaster, AL 35007 Contact: Greg Minor Alabaster.ESO@dir.alabama.gov Phone: 663.2542 Fax: 664.9229 | No | 0 |
| 8 | Birmingham Career Center 3440 3rd Avenue South Birmingham, AL 35222 Contact: Yvette Fields Birmngham.ESO@diralabama.gov Phone: 254.1300 Fax: 254.1387 | No | 0 |
| 9 | Alabama Job Link/Alabama Career Center 3440 3 rd Avenue South Birmingham, AL 35222 Contact: Yvette Fields joblink@alabama.gov Phone: 254.1300 Fax: 254.1387 | No | 0 |
| 10 | NAACP P. O. Box 1268 Birmingham, AL 35203 Contact: Hezekiah Jackson Phone: 516.9806 Fax: 320.1448 | No | 0 |
| 11 | Miles College Placement Office 5500 Myron Massey Boulevard Fairfield, AL 35221 Contact: Darlene Mitchell Phone: 929.1000 Fax: 929.1614 | No | 0 |
| 12 | Jacksonville State University 700 Pelham Road North Jacksonville, AL 36265 Contact: Tawana Roberts Phone: 256.782.5475 Fax: 256.782.5484 | No | 0 |
| 13 | Virginia College at Birmingham P. O. Box 19249 Birmingham, AL 35209 Contacts: Betty Sue Watts and Kim Dillard Phone: 802.1592 | No | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 14 | Tuskegee University Career Development & Placement Services Center Carnegie Hall, 3 rd Floor Tuskegee, AL 36088 Contact: Phyllis Stringer sstringer@tuskegee.edu Phone: 334.727.8255 Fax: 334.727.8258 | No | 0 |
| 15 | Birmingham Urban League P. O. Box 11269 Birmingham, AL 35202-1269 Contact: Rosa M. Sims burbanleag@aol.com Phone: 326.0162 Fax: 521.6951 | No | 0 |
| 16 | Walker College 1411 Indiana Avenue Jasper, AL 35501 Contact: Robeana Green Phone: 205.387.0511 Fax: 205.387.51918 | No | 0 |
| 17 | University of Alabama Career Services 1400 University Boulevard, Suite 516 Birmingham, AL 35294 Contact: Todd String tdstring@uad.edu Phone: 205.934.4324 | No | 0 |
| 18 | Jefferson State Job Placement Office 2601 Carson Road Birmingham, AL 35215 Contact: Nancy Beauchamp nbeau@jeffstateonline.com Phone: 856.8588 Fax: 856.6033 | No | 0 |
| 19 | University of Alabama Job Placement Office P. O. Box 870293 Tuscaloosa, AL 35487 Contact: Evelyn Hendon www.myinterfase.com/alabama/employer Phone: 205.348.5848 Fax: 205.348.5852 | No | 0 |
| 20 | University of Montevallo Career Center Station 6262 Montevallo, AL 35115 Contact: Theresa Pritchett Phone: 665.6262 Fax: 665.6255 | No | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|--|--|---|
| 21 | Station Website Postings (<i>one or more SEU stations</i>) | No | 0 |
| 22 | Employee Referral | No | 1 |
| 23 | Word-of Mouth Referral | No | 0 |
| 24 | Walk-In/Self-Referral | No | 0 |
| 25 | On-Air Announcements (<i>one or more SEU stations</i>) | No | 33 |
| 26 | Inside Radio Website www.insideradio.com | No | 0 |
| 27 | Indeed Website www.indeed.com | No | 46 |
| 28 | Zip Recruiter Website www.ziprecruiter.com (Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com) | No | 43 |
| 29 | Cumulus Job Board Cumulus.hrmdirect.com | No | 29 |
| 30 | Job Fair(s)/Open House(s) (<i>see Section III</i>) | No | 12 |
| 31 | Glassdoor www.glassdoor.com | No | 2 |
| 32 | Linkup www.linkup.com | No | 0 |
| 33 | Simply Hired www.simplyhired.com | No | 5 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 171 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|--|
| 1 | Internship Program | Our SEU has a well-established internship program. During this reporting period, our SEU hosted ten (10) student interns from the University of Alabama at Birmingham, University of Alabama, Auburn University, and Washington and Lee University who were supervised by our Promotions and Program Directors. The interns learned about many aspects of broadcasting, including promotions, marketing, and advertising by working closely with SEU personnel in each department. The students were also able to seek career advice from station personnel. . |
| 2 | Host Open House | On Feb 21, 2018 we hosted an open house job fair. Market Manager and Sales Manager discussed opportunities and conducted interviews. |
| 3 | Participate in Job Fair | On June 27, 2018 we participated in the Birmingham Career Fair. Sales Manager discussed opportunities and conducted interviews. |