

**WLWI-FM, WHHY-FM, WAFX(FM), WLWI(AM),
 WMXS(FM), and WMSP(AM)¹
 EEO PUBLIC FILE REPORT
 December 1, 2015 – November 30, 2016**

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	3, 7, 18-19, 24, 26-27, 29	24
Account Executive	3, 7, 18-19, 24, 26-27, 29	7
WHHY, Morning On-Air	2, 7, 10, 18, 26-29	7
WHHY, Morning On-Air	2, 7, 10, 18, 26-29	7
WLWI(FM), Program Director	2, 10, 18, 26-29	2

¹ Station WNZZ(AM), Montgomery, Alabama (Facility ID 12321) (“WNZZ”), which formerly was licensed to Joule Broadcasting LLC, was previously part of this station employment unit pursuant to a trust arrangement. The license for WNZZ was assigned to Shelby Broadcast Associates, LLC on August 29, 2016. As a result, WNZZ is no longer part of this station employment unit.

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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	CareerBuilder <i>www.careerbuilder.com</i>	No	0
2	Cumulus HRM <i>cumulus.hrmdirect.com</i>	No	3
3	On-Air Announcements (<i>one or more SEU stations</i>)	No	2
4	Monster <i>www.monster.com</i>	No	0
5	Montgomery Advertiser 425 Moulton Street Montgomery, AL 36104 (334) 262-1611	No	0
6	Job Connection P. O. Box 241693 Montgomery, AL 36124 Marcel McElroy (334) 215-3570	No	0
7	Indeed <i>www.indeed.com</i>	No	16
8	MediaRecruiter <i>www.mediarecruiter.com</i>	No	0
9	Radio Advertising Bureau <i>www.rab.com</i>	No	0
10	All Access <i>www.allaccess.com</i>	No	4
11	Troy State University, Career Services, 215 Trojan Center Troy, AL 36092 Janice Patrick (334) 670-3217	No	0
12	Alabama State University Placement Programs, Ella Tucker 915 South Jackson Street Montgomery, AL 36101 (334) 229-4140	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Montgomery Employment Security Office 1060-A East S. Boulevard Montgomery, AL 36116 (334) 286-1746	No	0
14	Auburn University Career Services 303 Martin Hall Auburn, AL 36104 Shae Robinson (334) 844-4744	No	0
15	Montgomery Independent Newspaper 1810 West 5 th Street Montgomery, AL 36106 (334) 265-7323	No	0
16	Alabama Broadcasters Association 1316 Alford Avenue, Ste 201 Birmingham, AL 35226 (205) 979-1690	No	0
17	Auburn University-Montgomery P. O. Box 244023 Montgomery, AL 36117 Agnes Shipma (334) 244-3792	No	0
18	CMI Business Managers <i>Companywide distribution open positions posted in all CMLS Markets</i> BM@cumulus.com ;	No	0
19	Virginia College 6200 Atlanta Hwy Montgomery, AL 36117 Crystal Jalil, Career Services (334) 277-3390	No	2
20	Huntingdon College 1500 E Fairview Avenue Montgomery, AL 36106 Fran Taylor, Career Services (334) 833-4222	No	0
21	Faulkner University 5345 Atlanta Hwy Montgomery, AL 36109 (334) 272-5820	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	The Campus Special, LLC Allyson Chandler, Director of Product (770) 807-7474 Allyson@campusspecial.com	No	0
23	Ladders www.TheLadders.com	No	0
24	Zip Recruiter www.ZipRecruiter.com	No	8
25	Station Website Postings (<i>one or more SEU stations</i>)	No	0
26	Simply Hired www.simplyhired.com	No	6
27	Link Up www.linkup.com	No	0
28	Radio and Music Pros www.Ramp247.com	No	3
29	Glassdoor www.glassdoor.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			44

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in a Job Fair	<p>Cumulus Montgomery Sales Manager attended the following job fair. At this event, they collected resumes and interviewed any qualified candidates.</p> <p>January 19, 2016 – All Majors Career Expo at Virginia College.</p>
2	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager, Sales Manager, Operations Manager and Business Manager were active attendees in that seminar.</p>
3	Participate in a Job Fair	<p>Cumulus Montgomery Sales Manager and Market Manager attended the following job fair. At this event, they collected resumes and interviewed any qualified candidates.</p> <p>November 30, 2016- Alabama Career Center System Job Fair at Cramton Bowl.</p>
4	Internship Program	<p>During this reporting year, our SEU hosted an internship program. One intern from Huntingdon University, one from Auburn University and three from Alabama State University participated. The interns worked in the programming department and were supervised by the Program Director.</p>