

WAGH, WDAK, WGSY, WHTY, WSTH-FM, WVRK
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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	1-9	6

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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	AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 301-457-6616 Email : JDenver@allaccess.com Joel Denver	N	0
2	Columbus StateUniversity 4225 University Avenue Columbus, Georgia Phone : 706-507-8764 Email : LAB@ColumbusState.edu Luz Bernal	N	0
3	CVCC 2602 College Drive Phenix City, Alabama 36869 Phone : 334-291-4900 Url : http://www.cv.edu Email : Debbie.Boone@cv.edu Debbie Boone	N	0
4	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
5	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
6	LinkedIn-Not directly contacted by SEU	N	1
7	Urban League of Greater Columbus 802 1st Avenue Columbus, Georgia 31902-2707 Phone : 706-322-6840 Url : http://www.columbusurbanleague.org Email : ceo@urbanleaguec.org Susan Cooper	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	US Army Employment Readiness Program Building 2624, Soldiers Plaza Fort Benning, Georgia 31905 Url : http://www.us.army.mil Email : mark.mills4@us.army.mil Career Services	N	0
9	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/29/2019	Establishment of a mentoring program	During 2018-2019, our market president mentored an on-air personality on WAGH-FM. Duties included co-hosting a daily program on-air. She was mentored by him in operations, promotions and balancing the workflow between programming and sales. As a result, in December 2019, she was promoted to the position of Promotions Director for the Albany and Columbus, GA market.	1	promotions director
2	1/20/2020	Establishment of a mentoring program	During 2019-2020, Vice President of Engineering James Gay mentored Michael Steele at our radio stations in Georgia and Alabama. Duties included AM & FM transmitter maintenance, antenna repair for broadcast and satellite, IT support and facilities management. The sessions included bi-weekly calls and in person meetings and instructional sessions with on the job training with SVP Randy Mullinax and SVP Tom Cox. As a result, in January 2020, Michael was promoted to Regional Engineer and became responsible for all the aforementioned duties in these areas.	1	Regional Engineer