

**WAYH(FM)/WAYU(FM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 – November 30, 2018<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Community Impact Director	1 thru 33	20
Operations Coordinator	1 thru 33	20

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<sup>1</sup> This Report provides recruitment data collected from November 22, 2018 through November 21, 2019.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>All Access Music Group</b> Job opening page www.allaccess.com 310-457-6616	1
2	<b>American Association of University Women</b> Vocational Coordinator 403 North Edgemont Circle Huntsville, AL 35811 202-785-7700	0
3	<b>Aquinas College</b> Vocational Coordinator 4210 Harding Pike Suite 4 Nashville, TN 37205-2086 615-297-7545	0
4	<b>Athens State University</b> Counseling & Career Services 300 North Beatty Athens, AL 35611 256-238-8100	0
5	<b>Belhaven University</b> 1500 Peachtree St Jackson, MS 39202 601-968-8745	0
6	<b>Cedarville University</b> Jim Leightenheimer 251 N Main St Cedarville, OH 45314 937-766-7965	0
7	<b>David Lipscomb University</b> Vocational Coordinator 3901 Granny White Pike Nashville, TN 37204-3951 615-966-1000	0
8	<b>Hisair.net</b> Job opening page 37327 Lakeshore Prairieville, LA 70769 225-306-8383	1
9	<b>J F Drake Technical College</b> Vocational Coordinator 3421 Meridian St North Huntsville, AL 35811 256-539-8161	0
10	<b>John Brown University</b> Sean Sawatzky, General Manager 2000 West University St Siloan Springs, AK 72761 479-524-7227	0
11	<b>Middle Tennessee State University</b> Career & Employment Center 1301 E Main Street Murfreesboro, TN 37132-0001 615-898-2300	0

<b>RS Number</b>	<b>RS Information</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
12	<b>Mississippi College</b> 200 S Capitol St Clinton, MS 39058 601-925-3000	0
13	<b>Mount Vernon Nazarene University</b> Joe Rinehart, Director of Broadcasting 800 Martinsburg Rd Mount Vernon, OH 43050 740-392-9090	0
14	<b>Nashville State Technical Institute</b> Vocational Coordinator 120 White Bridge Pike Nashville, TN 37209-4515 615-353-3467	0
15	<b>National Council of Negro Women</b> Vocational Coordinator 633 Pennsylvania Ave NW Washington, DC 20004 202-737-0120	0
16	<b>Northwestern College</b> Mike Seignious 3003 Snelling Ave Saint Paul, MN 55113-1598 651-631-5100	0
17	NRB email gebhardt@nrb.org	0
18	<b>Oakwood College</b> Vocational Coordinator 7 000 Adventist Blvd NW Huntsville, AL 35906 256-726-7000	0
19	<b>On Air Advertisements</b> Thom Ewing 9582 Madison Blvd. Suite 8 Madison, AL 35758 256-837-9293	0
20	<b>Mail-in's/ Walk-in's/ Self Referrals</b>	4
21	<b>Regent University</b> 1000 Regent University Dr Virginia Beach, VA 23464 757-352-4127	0
22	<b>Samford University</b> 800 Lakeshore Dr Birmingham, AL 35229 205-726-2011	0
23	<b>Southeastern University</b> 1000 Longfellow Blvd. Lakeland, FL 33801 863-667-5000	0
24	<b>The University of Alabama Telecommunications &amp; Film Dept</b> PO BOX 870152 Tuscaloosa, AL 35487-0152 205-348-7155	0
25	<b>The University of Alabama in Huntsville Career Services Engineering Bldg.</b> 117 Huntsville, AL 35899 256-824-1000	0
26	<b>The University of Montevallo</b> Vocational Coordinator Career Services Station 6625 Montevallo, AL 35115 205-665-6000	0

<b>RS Number</b>	<b>RS Information</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
27	The University of North Alabama Pat Sanders PO BOX 5066 Florence, AL 35632-0001 256-765-4100	0
28	Trevecca Nazarene University Career Services 333 Murfreesboro Pike Nashville, TN 37210 615-248-1200	0
29	Vanderbilt University Vocational Coordinator 110 Alumni Hall Nashville, TN 37240 615-322-7311	0
30	Women in Christian Media Alyson Hayes PO BOX 571566 Dallas, TX 75357-1566	0
31	Zip Recruiter.com	0
32	Indeed.com	0
33	Website	0
	TOTAL INTERVIEWS OVER THE REPORTING PERIOD	6

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**III. RECRUITMENT INITIATIVES**

Way Media, Inc., the licensee of WAYH(FM) and WAYU(FM), is a religious broadcaster as defined by the FCC and as such has established a religious qualification for all employee positions at its stations. Accordingly, Stations WAYH and WAYU ("the Stations") are exempt from the "Prong 3," long-term outreach and certain other FCC EEO requirements. The Stations make reasonable, good faith efforts to recruit applicants without regard to race, color, national origin, or gender from among those who are qualified for employment based on their religious beliefs and/or affiliation.