

WHLW, WWMG, WZHT
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
Outside Account Executive	1-2, 4, 6-7, 9-10, 12-14, 16-17	17
On-Air/Production Director-WZHT-FM	1-10, 12-16	8
Outside Account Executive	1-4, 6-7, 9-14, 16	7

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ABA Alabama Broadcasters Association 1316 Alford Avenue Suite 201 Birmingham, Alabama 35226 Phone : 205-982-5001/800-211-5189 Email : lrice@al-ba.com Fax : 1-205-982-0015 Cindy McGee	N	0
2	Alabama A&M University P.O. Box 997 Normal, Alabama 35762 Phone : 334-372-8184 Fax : 1-256-372-5881 Brenda Crutcher	N	0
3	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 334-229-4140 Fax : 1-334-229-4985 Ella Tucker	N	0
4	Alabama State University 915 South Jackson Street Montgomery, Alabama 36101 Phone : (334) 229-4140 Email : etucker@alasu.edu Ella Tucker	N	0
5	Employee Referral	N	2
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
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	3
8	Internal Transfer/Promotion	N	1

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9	Miles College 5500 Myron Massey Blvd. Fairfield, Alabama 35064 Phone : (205) 929-1000 Email : gbrown_wade@miles.edu Fax : 1-205-929-1453 Dr. Glenda Brown-Wade	N	0
10	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
11	Radio Online Alabama Phone : (806) 352-7503 Url : www.jobs.radio-online.com Fax : (806) 352-3677 Director of Placement	N	0
12	State of Alabama Employment Services 1060 E. South Blvd Montgomery, Alabama 36116 Phone : (334) 286-1746 Email : carole.dean@dir.alabama.gov Fax : 1-334-288-7286 Carole Dean	N	0
13	Troy University 231 Montgomery Street Montgomery, Alabama 36103 Phone : (334) 241-9763 Email : jypatrick@troy.edu Fax : 1-334-241-5470 Janice Patrick	N	0
14	Tuskegee University 101 Kresge Center Tuskegee, Alabama 36088 Phone : (334) 727-8428 Fax : 1-334-724-4319 Pat Scott	N	0
15	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	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
17	ZipRecruiter-Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/27/2018	Participation in events or programs sponsored by educational institutions	On February 27, 2018, our SEU participated in a 2018 College and Career Fair at Stanhope Elmore High School. SEU participants included our SVP of Programming, Program Director, and Promotions Director, who spoke to students about career opportunities in the radio industry and the basics of broadcasting.	3	SVPP Program Director Promotions Director
2	3/28/2018	Participation in events sponsored by community groups	On March 28, 2018 our SEU had the chance to participate in a career day event at the YMCA- Rosa Parks Branch. Staff in attendance included SVP of Programming, Production Director, WZHT Program Director, and Promotions Director. The staff spoke to students about different careers in the radio and broadcasting industry as well as sharing information about our three stations in Montgomery.	4	SVPP Program Director Promotions Director Production Director
3	4/24/2018	Participation in events or programs sponsored by educational institutions	On April 24, 2018 our SEU participated in a station tour to the male students of Valiant Cross Academy. The Promotions Director gave the station tour as well as the staff talked with the students about how the radio industry works. The students also got a tour of the studios and got the chance to be interviewed by Radio Personality/Program Director.	2	Program Director Promotions Director
4	7/10/2018	Participation in events sponsored by community groups	Our SEU hosted 13 high school students from the YMCA Youth Enrichment after school program for an information session and station tour. Station Participants spoke to the attendees about how the radio industry works and assisted the students in the production of drops for our stations.	4	Market President Promotions SVPP Business Manager
5	8/10/2018	Provision of training to management	On August 10, 2018, our SEU participated in an Alabama Broadcasters Association Conference training session – EEO Compliance: You, Your Station and #MeToo. SEU participant included our Market President, who attended the training.	1	Market President

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6	9/18/2018	Participation in events or programs sponsored by educational institutions	On September 18, 2018, our SEU participated in a Career Day at Alabama State University. SEU participants included our Program Director, who spoke to 15 College students about career opportunities in the radio industry and the basics of broadcasting.	1	Program Director
7	10/31/2018	Participation in events or programs sponsored by educational institutions	On October 31, 2018, our SEU participated in Tuskegee University's Leadership and Excellence program. SEU participants included our SVPP, who spoke to 20 college students about communicating effectively in the workplace, keys to success, and careers at iHeartMedia.	1	SVPP