

WKHX(FM),WNNX(FM),WWWQ(FM),WYAY(FM)
EEO PUBLIC FILE REPORT
December 1, 2017-November 30, 2018¹

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
1. Sales Rep Posting	1-3,6-12,14-27	1
2. Sales Rep Posting	1-3,6-12,14,16-27	3
3. Sales Rep Posting	1-3,6-12,14,16-27	3
4. Sales Rep Posting	1-3,6-12,14,16-27	10
5. Sales Rep Posting	1-2,6,8-12,14,16-27	10
6. Sales Rep Posting	1-2,6,8-12,14,16-27	10
7. Morning Host/WYAY	1-12,14,27	3
8. Host/Anchor WYAY	1-12,14,27	3
9. Media Presentation Designer	1,3,6,8-12,14-27	10
10. Media Presentation Designer	1,3,6,8-12,14,16-27	8
11. Asst. Chief Engineer/IT	1,6,8-12,14,16-27	10
12. Chief Engineer	1,6,8-12,14,16-27	1
13. Multimedia Designer	1,3,6,8-12,14,16-19,21-27	1
14. Promotions Coordinator On Air	1,3,6,8-14,16-19,21-26	1

¹ This Report was revised in November 2019 to address minor reporting issues.

WKHX(FM),WNNX(FM),WWWQ(FM),WYAY(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	WKHX/WYAY/WNNX/WWWQ Internal Job Posting	No	4
2	All Access Job posting www.allaccess.com	No	0
3	Employee Referral	No	8
4	Non-Employee Referral	No	5
5	Self Referral		3
6	Cumulus Business Managers BM@cumulus.com	No	0
7	On Air posting (WYAY)	No	18
8	Indeed www.indeed.com	No	3
9	Link Up www.linkup.com	No	0
10	Cumulus.com www.cumulus.com/Careers	No	11
11	Facebook www.Facebook.com	No	0
12	GlassDoor www.glassdoor.com	No	0
13	Internal Job Board	No	0
14	ZipRecruiter www.ziprecruiter.com	No	1
15	American Intercontinental University llovery@aiuniv.edu	No	0
16	Assistance League of Atlanta info@assistanceleagueATL.org	No	0
17	Atlanta Assn of Black Journalists aabj.org@gmail.com	No	0
18	Atlanta Metropolitan College rsimmons@atlm.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Atlanta School of Broadcasting info@broadcastingschool.com	No	0
20	Atlanta Urban League sjones@atlul.org	No	0
21	Clark Atlanta University cppc@cau.edu	No	0
22	Connecticut School of Broadcasting mhessing@gocsb.com	No	0
23	First Step Staffing Barbara Peters, barbara@first-step.us	No	0
24	Morehouse University jobs@morehouse.edu	No	0
25	Morris Brown University Maxine.wright@morrisbrown.edu	No	0
26	NAACP mary@naacpatlanta.org	No	0
27	Monster www.monster.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			53

WKHX(FM),WNNX(FM),WWWQ(FM),WYAY(FM)
EEO PUBLIC FILE REPORT
December 1, 2017-November 30, 2018
III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Mentoring Program	Our SEU conducts a Sales Mentoring Program for all new Account Executives. Each new Account Executive is assigned a senior Account Executive as their mentor. Each Mentor assists its Account Executive with job training, information on key station departments/personnel, goal setting, and establishing open communications and a supportive communications environment and provides constructive feedback daily. Two Account Executives participated in the Sales Mentoring Program during this reporting period.
2	Internship Program: Promotions	<p>This SEU's Promotion Internship Program is open to college sophomores, juniors and seniors majoring in Radio, TV, Film, Business, Communications or Marketing. Internships are Ten (10) weeks in length and interns are recruited each semester from the University of West Georgia, Kennesaw State University, Georgia State University, University of Georgia, University of North Georgia, University of Michigan, Gordon State University and Georgia Tech among others. During this reporting period, we hosted a total of Ten (10) interns.</p> <p>In the SEU's Promotions Department, the student interns make sure that prize winners receive their prizes by handling behind-the-scenes coordinating among promotions, programming and the prize winners. Interns also assist at station events/appearances and obtain "on-the-job training" with respect to sponsorship and face-to-face marketing.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Internship Program: Programming	<p>This SEU also conducts a Morning Show and News Internship Programs. These Programming Internships are open to any college student with the ability to earn college credit toward their degree. Student interns are recruited each semester from: Clayton State University, Emory University, Georgia State University, Kennesaw State University, Georgia Southern University, Georgia Tech, Point Park University, University of West Georgia and University of Georgia. During this reporting period, we hosted a total of Seventeen (17). Programming interns work with the WWWW morning show, “The Bert Show”, WNNX morning show, and News Radio 106.7. They learn show schedules, preparation, story writing, board operation work, web posting, organizational skills and go on the air occasionally to play bit parts in these Programs.</p>
4	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (3)	<p>One of our On-Air Personalities participated in Career Days at 3 local Colleges (University of West Georgia, Kennesaw State, and University of Georgia). During the career days, our On-Air Personality spoke with the students about his job and the radio business in general. He also occupied a table at these events where he received applications for internships as well as employment. In the past, we have had interns and part-timers hired from these events. One is currently a full time employee.</p> <p>Our Operations Manager also attended the Career Day at the University of Georgia and shared information about his responsibilities with the students as well as accepting applications/resumes.</p>