

WCOH, WIBB-FM, WIHB, WIHB-FM, WMGE, WMGP, WQBZ, WRBV, WVCC**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
Creative Production	1-2, 4-8, 10-13, 16-18	10
Outside Account Executive	2, 4-9, 12, 14-19	9
Outside Account Executive	2, 4-9, 12, 14-19	7
Sales Support	1-5, 7-8, 11-13, 16-19	8
Assistant Program Director/On-Air Talent	1-2, 4-5, 7-8, 11-13, 16-19	7

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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	100 Black Men of Macon P O Box 928 Macon, Georgia 31202 Phone : 478-743-2159 Fax : 1-478-743-4938 Virgil Adams Manual Posting	N	0
2	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
3	Employee Referral	N	2
4	Ft Valley St Univ 1005 State University Dr Ft Valley, Georgia 31030 Phone : 478-825-6202 Email : Elliss@fvsu.edu Fax : 1-478-825-6471 Shirley Ellis	N	0
5	GA College & St Univ Campus Box 87 Univ Career Center, Lanier Hall, #232 Milledgeville, Georgia 31061 Phone : 478-445-5384 Email : Mary.Roberts@gcsu.edu Mary Roberts	N	0
6	Georgia Association of Broadcasters 8010 Roswell Road Atlanta, Georgia 30350 Phone : 770-395-7200 Email : mlewis@gab.org Fax : 1-770-395-7200 Luke Story	N	0
7	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	4

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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	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	2
9	Indeed.com - Not Directly Contacted by SEU	N	1
10	Internal Candidate	N	3
11	LaGrange College 601 Broad St. Lagrange, Georgia 30240 Phone : 706-880-8997 Url : www.lagrange.edu Email : CareerCenter@lagrange.edu Dr Karen Pruett	N	0
12	Middle GA College 1100 Second St Cochran, Georgia 31014 Phone : 478-301-2700 Email : Melinda.Moffett@mga.edu Dr Melinda Moffett	N	0
13	NAACP-Macon 290 Rogers Ave. Macon, Georgia 31208 Phone : 478-745-9944 Thelma Dillard Manual Posting	N	0
14	National Black Prgrammers Coalition . Macon, Georgia 31210 Phone : 866-206-9069 x5511 Url : www.nbpcinc.com M .George Manual Posting	N	0
15	National Black Programmers Coalition (NBPC) . Atlanta, Georgia . Phone : 866-206-9069 x5511 Url : www.mynbpcairspace.ning.com Email : RadioLady@bellsouth.net M George	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
16	Station Website Posting (one or more SEU stations) (navigation link to corporate careers website) 7080 Industrial Hwy Macon, Georgia 31216 Phone : 478-781-1063 Melissa Stinebaugh Manual Posting	N	2
17	Urban Insite . . , Georgia . Url : http://www.urbaninsite.com/ Contact contact@broadcast1source.com Manual Posting	N	0
18	Wesleyan College 4760 Forsyth Rd Macon, Georgia 31210 Phone : 478-757-5209 Email : sbaugh@wesleyancollege.edu Stephanie Baugh	N	0
19	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/29/2018	Hosting of Job Fair	Our SEU hosted our 2nd Annual Career Fair + Business Expo in Macon, GA. Our station participants secured the Anderson Conference Center, solicited over 50 businesses and colleges to participate, as well as promoted the event on-air and online for 2 weeks prior. During the event our station participants discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	4	Mkt President Senior Vice President Sales Market SVP Programming On-Air Personality
2	5/10/2018	Hosting of Job Fair	Our SEU hosted a career fair at Anderson Conference Center in Macon, GA. and also participated in the event as an employer. Station participants who helped to solicit local participating employers, help with event logistics, promote via on-air announcements, set up and organized day of as well as discussed careers in radio with attendees, discussed employment opportunities, and handed out iHeartMedia information packets, etc.	10	RMP GSM SVPP Account Execs
3	6/5/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a teacher from Westside High School for a three-day job shadow. Station participants allowed the shadow to follow their workdays for a "behind-the-scenes" look at broadcast operations, discussed careers in radio, and provided insights on how to teach high school students marketing skills that are valuable in the broadcast industry.	3	SVPP Sr Account Exec Traffic Director
4	10/25/2018	Hosting of Job Fair	Our SEU hosted a career fair in Macon, GA and also participated in the event as an employer. Station participants helped to solicit 18 other local employers to participate and discussed careers in radio with attendees, accepted resumes, discussed internship and employment opportunities.	6	GSM SVPP Sales

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5	10/26/2018	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Bibb County Mentors Project's career day in Macon, GA. Our On-Air Talent discussed his road to radio as well as others careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	2	DJ/On Air Talent Market SVP Programming