

**WBMQ(AM), WIXV(FM), WJCL(FM),  
WJGL(AM), WZAT(FM), WEAS(FM), WTYB (FM)**

**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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Program Director	1, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24	14
Traffic Coordinator	1, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24	24
Account Executive	1, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24	19
Account Executive	1, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24	20
Account Executive	1, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24	5

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	On Air Announcements	N	10
2	Email to Cumulus Business Managers <a href="mailto:CMIBusinessManagers@cumulus.com">CMIBusinessManagers@cumulus.com</a> <a href="mailto:CMPBBusinessManagers@cumulus.com">CMPBusinessManagers@cumulus.com</a>	N	0
3	Armstrong Atlantic Job Career Center <a href="http://armstrong-csm.symplicity.com/employers">http://armstrong-csm.symplicity.com/employers</a>	N	0
4	Cumulus Career Website <a href="http://www.cumulus.com/work-here/">www.cumulus.com/work-here/</a>	N	9
5	Georgia Southern Office of Career Services Eagle Career Net/ NACElink <a href="http://georgiasouthern-csm.symplicity.com/employers">http://georgiasouthern-csm.symplicity.com/employers</a>	N	6
6	Georgia Department of Labor Contact: John Scott Email: <a href="mailto:John.Scott@dol.state.ga.us">John.Scott@dol.state.ga.us</a>	N	6
7	NAACP Job Placement <a href="mailto:SAVNAACP@bellsouth.net">SAVNAACP@bellsouth.net</a>	N	0
8	Ohio Center for Broadcasting <a href="mailto:gary@beonair.com">gary@beonair.com</a>	Y	0
9	Savannah State University Career Counselor <a href="mailto:rileys@savannahstate.edu">rileys@savannahstate.edu</a>	N	2
10	Word-Of-Mouth referral, Corporate Referral/ Transfer	N	3
11	Cumulus open house and job fairs	N	0
12	Savannah Tech <a href="mailto:cellis@savannahtech.edu">cellis@savannahtech.edu</a>	N	0
13	South University <a href="mailto:kpahno@southuniversity.edu">kpahno@southuniversity.edu</a>	N	0
14	AllAccess <a href="http://www.allaccess.com">www.allaccess.com</a>	N	15
15	Internal Posting	N	0
16	Craigslist <a href="http://www.craigslist.com">www.craigslist.com</a>	N	0
17	University of Phoenix Ed Hood, Fax #: 912-232-6922	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
18	Savannah College of Art and Design stemploy@scad.edu	N	0
19	www.ZipRecruiter.com	N	6
20	www.Monster.com	N	13
21	Columbia College Gail Burghy, Fax #: 912-767-1939	N	0
22	www.facebook.com	N	0
23	LinkedIn.com	N	0
24	Indeed.com	N	10
25	www.simplyhired.com	N	0
26	<a href="http://www.glassdoor.com">www.glassdoor.com</a>	N	0
27	<a href="http://www.linkup.com">www.linkup.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>80</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in event/program sponsored by an educational institution relating to careers in broadcasting.	On February 15, 2018, this SEU participated in the Savannah State University – Southern Regional Press Institute Career Day/Fair. The SEU's Marketing Director and a WEAS-FM On-Air Personality attended this event. Information about this event and seminar was promoted on Station WEAS-FM.
<b>2</b>	Participate in event/program sponsored by an educational institution relating to careers in broadcasting.	On May 18, 2018 this SEU participated in the Savannah Tech job fair/ career day. The SEU's Marketing Director and Business Manager attended the event.
<b>3</b>	Participate in event/program sponsored by an educational institution relating to careers in broadcasting.	On August 16, 2018 this SEU participated in the Armstrong Atlantic State University job fair/ career day. The SEU's Marketing Director and Business Manager attended the event.
<b>4</b>	Participate in event/program sponsored by an educational institution relating to careers in broadcasting.	On October 11, 2018 this SEU participated in the Georgia Southern Eagle job fair/ career day. The SEU's Marketing Director and Key Account Manager attended the event.
<b>5</b>	This SEU hosted a Cumulus open house.	On March 22, 2018 this SEU hosted an open house. The SEU's Sales Assistant and Market Manager attended the event. It's an open house that informs the public of available full time employment positions.