

**WALG(AM), WKAK(FM), WQVE(FM), WJAD(FM), WNUQ(FM) and
WEGC(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

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|------------------------|--|---------------------------|
| Promotions Coordinator | 1,3,4,8,14,17-21, 23-25 | 1 |
| Sales Assistant | 1,3,4,8,14,17-21, 23-25 | 21 |
| Promotions Coordinator | 1,3,4,8,14,17-21, 23-25 | 21 |

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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 | Monster Website www.monster.com | No | 0 |
| 2 | Southwest Georgia Help Wanted.com www.southwestgeorgiahelpwanted.com | No | 0 |
| 3 | Word-of-Mouth Referral | No | 1 |
| 4 | Zip Recruiter Website www.ziprecruiter.com | No | 0 |
| 5 | All Access www.allaccess.com | No | 0 |
| 6 | TV and Radio Jobs Website www.tvandradijobs.com | No | 0 |
| 7 | Albany Chamber of Commerce 225 West Broad Avenue Albany, Ga 31701 229-434-8700 www.albanyga.com/chamber/employment.html | No | 0 |
| 8 | Darton College 2400 Gillionville Road Albany, GA 31701 229-317-6775 Carly Boyd www.collegecentral.com/darton | No | 0 |
| 9 | Albany Technical College 1704 S Slappey Boulevard Albany, GA 31701 229-430-3514 Judy Jimmerson jjimmerson@albanytech.edu www.albanytech.edu | No | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|--|---|--|
| 10 | Albany State University 504 College Drive Albany, GA 31705 229-430-4654 Career Services careers@asurams.edu www.asurams.edu | No | 0 |
| 11 | Ohio Center for Broadcasting 5330 East Main Street Suite 200 Columbus, OH 43213 614-245-0555 Gary James gary@beonair.com | No | 0 |
| 12 | Georgia Department of Labor P.O. Box 3450 Albany, Ga 31706 229-430-5010 www.dol.state.ga.us | No | 0 |
| 13 | Station On-Air Announcements <i>(one or more SEU stations)</i> | No | 0 |
| 14 | Walk-In/Self-Referral | No | 0 |
| 15 | Station Website Postings <i>(one or more SEU stations)</i> | No | 0 |
| 16 | SEU Job Fairs <i>(see Section III)</i> | No | 0 |
| 17 | Facebook Page www.facebook.com | No | 0 |
| 18 | Indeed Website Ads.indeed.com | No | 0 |
| 19 | CMI Business Managers CMIBusinessManagers@cumulus.com | No | 0 |
| 20 | Internal Posting | No | 0 |
| 21 | www.HRMDirect.com | No | 11 |
| 22 | Linkedin | No | 0 |
| 23 | Simply Hired www.simplyhired.com | No | 0 |
| 24 | Glass Door www.glassdoor.com | No | 0 |
| 25 | LinkUp www.linkup.com | No | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 11 |

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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----------|--|--|
| 1 | Participate in Job Fair | On April 19 2018, our SEU participated in a career fair at Albany Technical College. SEU representatives spoke with attendees about careers in radio broadcasting and job openings within the SEU. SEU participants included our Market Manager and a Sales Assistant. |
| 2 | Participate in Job Fair | On September 27, 2018, our SEU participated in a Business Expo at Darton College. SEU representatives spoke with attendees about careers in radio broadcasting and job openings within the SEU. SEU participants included our Market Manager and a Sales Assistant. |