

**WDXB(FM), WERC(AM/FM), WMJJ(FM), WQEN(FM)**  
**EEO PUBLIC FILE REPORT**  
December 1, 2014 through November 30, 2015

**I. VACANCY LIST**

See **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>
Digital Media Coordinator	1-7, 11-12, 17-18, 21-26	21
Account Executive	1-7, 11-12, 16-18, 21, 23-26	12
Account Executive	1-7, 11-12, 16-18, 21, 23-26	26

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	<b>GlassDoor</b> 1 Harbor Dr, Ste 300 Sausalito, CA 94965 Phone: 415.339.9105	N	0
2.	<b>iHeartMedia.jobs</b> 20880 Stone Oak Pkwy San Antonio, TX 78258 Phone: 210.253.5126	N	1
3.	<b>Stillman College</b> <i>Jacqueline Currie</i> P.O. Box 1430, Tuscaloosa, AL 35403 Phone: 205.366.8894 Fax: 205.247.8116 Email: <a href="mailto:jcurrie@stillman.edu">jcurrie@stillman.edu</a>	Y	0
4.	<b>Lawson State Community College Career Center</b> <i>Kristie Rankin</i> 1100 Ninth Avenue SW, Bessemer, AL 35022 Phone: 205.929.3514 Fax: 205.424.5119 Email: <a href="mailto:krankin@lawsonstate.edu">krankin@lawsonstate.edu</a>	Y	0
5.	<b>Miles College</b> <i>Lauren Tilden</i> 5500 Myron Massey Blvd, Fairfield, AL 35064 Phone: 205.929.1404 Fax: 205.919.1614 Email: <a href="mailto:gbrown_wade@miles.edu">gbrown_wade@miles.edu</a>	Y	0
6.	<b>Birmingham Southern College</b> <i>Michael Lebeau</i> 900 Arkadelphia Road, Birmingham, AL 35254 Phone: 205.226.4719 Fax: 205.226.3084 Email: <a href="mailto:mlebeau@bsc.edu">mlebeau@bsc.edu</a>	Y	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7.	<b>University of Montevallo Mass Communications Dept.</b> <i>Pat Ebrahimi</i> Montevallo, AL 35115 Phone: 205.665.6625 Fax: 205.665.6619 Email: <a href="mailto:ebrahimi@montevallo.edu">ebrahimi@montevallo.edu</a>	Y	0
8.	<b>Jefferson State Community College</b> <i>Nancy Beauchamp</i> 2601 Carson Road, Birmingham, AL 35215 Phone: 205.856.8588 Fax: 205.856.6033 Email: <a href="mailto:nbeau@jeffstateonline.com">nbeau@jeffstateonline.com</a>	N	0
9.	<b>University of Phoenix</b> <i>Chera Evans</i> 100 Corporate Parkway, Ste. 250, Birmingham, AL 35242 Phone: 205.747.1001 Fax: 602.366.8755 Email: <a href="mailto:chera.evans@phoenix.edu">chera.evans@phoenix.edu</a>	N	0
10.	<b>Samford's Career Development Center</b> <a href="http://www.SamfordBulldogs.org">www.SamfordBulldogs.org</a> Phone: 205.726.2980	N	0
11.	<b>Alabama Joblink</b> ( <i>online job bank and bulletin board postings</i> ) 649 Monroe Street, Room 2804 Montgomery, AL 36131 Phone: 334.242.0029 Fax: 334.242.0029	N	0
12.	<b>iHeart Media Careers</b> <a href="http://www.iHeartMediacareers.com">www.iHeartMediacareers.com</a> 20880 Stone Oak Pkwy San Antonio, TX 78258 Phone: 210.253.5126	N	1
13.	<b>ABA Job Bank</b> <i>Sharon Tinsley</i> <a href="http://www.al-ba.com">www.al-ba.com</a> PW & UN: "broadcaster" Phone: 205.979.1690 Email: <a href="mailto:stinsley@al-ba.com">stinsley@al-ba.com</a>	N	0
14.	<b>All Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a> 28955 Pacific Coast Hwy, Ste 210-5 Malibu, CA 90265	N	0
15.	<b>On-Air Advertisements</b> ( <i>one or more SEU stations</i> )	N	0
16.	<b>On-Air Advertisements</b> ( <i>one or more Gadsden SEU stations</i> )	N	2

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
17.	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	N	0
18.	<b>Station Website Postings</b> ( <i>one or more Gadsden SEU stations</i> )	N	0
19.	<b>Monster.com</b> 5 Clock Tower Place, Ste 500 Maynard, Massachusetts Phone: 402.472.3522	N	0
20.	<b>Inside Radio</b> <i>Gene McKay</i> 81 Main Street, Suite 2, Littleton, NH 03561 Phone: 800.248.4242 Email: <a href="mailto:ads@insideradio.com">ads@insideradio.com</a>	N	0
21.	<b>Indeed.com</b> 7501 N Capital of Texas Hw Austin, TX 78731 Phone: 800.462.5842	N	2
22.	<b>My Air Check</b> <i>Scott Russell</i> #1-771 Gibsons Way Gibsons, TX Phone: 604.740.1374 Email: <a href="mailto:registration@myaircheck.com">registration@myaircheck.com</a>	N	0
23.	<b>Recruit.net</b> 2706, The Centrium, 61 Wyndham St Central Hong Kong Phone: 852 2525 0555	N	0
24.	<b>SimplyHired</b> 2513 Charleston Rd #200 Mountain View, CA 94043 Phone: 650.254.9000	N	0
25.	<b>The Freeform Radio Initiative</b> 411 Walnut Street #5561 Green Cove Springs, FL 32043 Phone: 305.982.7233 Email: <a href="mailto:leads@freeformradio.org">leads@freeformradio.org</a>	N	0
26.	<b>Word-of-Mouth Referral</b>	N	8

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
27.	<b>Virginia College</b> <i>Stacy Wright</i> 1900 28 <sup>th</sup> Avenue South, Birmingham, AL 35209 Phone: 205.802.1591 Fax: 205.271.8259	Y	0
28.	<b>University of Montevallo Career Center</b> <i>Lori Edwards</i> Montevallo, AL 35115 Phone: 205.665.6262 Email: <a href="mailto:ledwards2@montevallo.edu">ledwards2@montevallo.edu</a>	N <i>(as of 3/15)</i>	0
29.	<b>University of Alabama Communications Department</b> <i>Jim Oakley</i> 739 University Boulevard, Tuscaloosa, AL 35487 Phone: 205.348.5995 Email: <a href="mailto:joakley@ua.edu">joakley@ua.edu</a>	Y	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			14

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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 Career Fair	On October 20, 2015, our SEU participated in the Alabama Department of Education Career Fair/Leadership Conference. Station participants included our Program Director, who manned the SEU's booth to discuss iHeartMedia as a company and the employment opportunities available.
<b>2</b>	Internship Program/Summer	Throughout the reporting period, our SEU conducted an internship program, which provides local students invaluable experience in the operations of a broadcast station and exposes them to career paths in the industry. During Summer 2015 (May-August), we hosted six local students in our promotions department, three from University of Alabama, two from Jacksonville State University and one University of West Alabama (July -August only). The interns assisted our promotions staff with publicity strategies and public relations, and set up for special events and sales promotions. They were supervised by our Marketing Director and Promotion Events Planner.
<b>3</b>	Internship Program/Spring	Throughout the reporting period, our SEU conducted an internship program, which provides local students invaluable experience in the operations of a broadcast station and exposes them to career paths in the industry. During Spring 2015 (January-May), we hosted one intern in our programming department from Samford University. The intern assisted our programming and on-air staff with board operation during on-air shifts and helped with production work. The intern was supervised by our Marketing Director.
<b>4</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 24, 2015, our Program Director served as a speaker at Miles College in Fairfield, AL, addressing its Broadcast Techniques class on the topic of how to go about getting work in the radio industry.
<b>5</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On August 18, 2015, our Program Director served as a speaker at Miles College in Fairfield, AL, addressing its Broadcast Techniques class on the topic of how to go about getting work in the radio industry.