**WCOA(AM), WCOA(FM), WRRX(FM), WXBM(FM)** and **WMEZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2016 – September 30, 2017**

**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** |
| --- | --- | --- |
| **Traffic Manager**  | 1-14,2,31,17,18,21,35-45 | 31 |
| Sales Representative | 1-14,2,31,17,18,46,31,35-45 | 16 |
| **Sales Assistant**  | 1-14,35-45,17,18 | 16 |
| **On Air WJTQ** | 1-14,2,31,17,18,35-45 | 33 |
|  |  |  |
|  |  |  |
| Total number of interviewees during the reporting period | 25 interviews conducted during this period. |  |
|  |  |  |
|  |  |  |

**WCOA(AM), WCOA(FM), WRRX(FM), WXBM(FM)** and **WMEZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2016 – September 30, 2017**

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

| **RSNumber** | **RS Information** | **Source Entitledto VacancyNotification?(Yes/No)** | **No. of Interviewees Referred by RS****OverReporting Period** |
| --- | --- | --- | --- |
| 1 | **Ohio Center for Broadcasting**5330 East Main Street, Suite 200Columbus, Ohio 43213Contact: Gary Jamesgary@beonair.comPhone: 614-245-0555 | N | 0 |
| 2 | **Pensacola State College**1000 College BoulevardPensacola, FL 32504Career Dept. gbixel@pensacolastate.eduhttp://pjcworksonline.pjc.eduPhone: 850-484-1655 / Fax 850-484-1694 | N | 0 |
| 3 | **University of West Florida**11000 University ParkwayPensacola, FL. 32514nford@uwf.eduhttp://uwf.edu/careerPhone: 850-474-2254  | N | 0 |
| 4 | **Alabama Career Center-Employment Service**515 Springhill Plaza CourtMobile, AL 36608Fay LongFay.long@dir.alabama.govPhone: 251-461-4450 / Fax 251-461-4443 | N | 0 |
| 5 | **Faulkner University-Career Service**3943 Airport BoulevardMobile, AL 36608Mr. Fred Hughes Fhughes@faulkner.eduPhone: 251-380-9090 / Fax 251-380-9066 | N | 0 |
| 6 | **University of South Alabama-Career Service**Meisler Hall Suite # 21Mobile, AL 36688Delia Ingram dingram@usouthal.eduPhone: 251-460-6188 / Fax 251-460-6091 | N | 0 |
| 7 | **Springhill College- Career Services**4000 Dauphin StreetMobile, AL 36608Ashley Dunklincareers@shc.eduPhone: 251-380-3000 | N | 0 |
| 8 | **University of Mobile College**Student Success Center5735 College ParkwayMobile, AL 36613mmcguire@mail.umobile.eduPhone: 251-442-2292 / Fax 251-442-2498 | N | 0 |
| 9 | **Bishop State Community College**414 Stanton StreetMobile, AL 36617msimis@bishop.eduPhone: 251-405-7052 | N | 0 |
| 10 | **Alabama A&M University**Career Dept., P.O. Box 1357Normal, AL 35762Brenda.crutcher@aamu.eduPhone: 256-372-5000 | N | 0 |
| 11 | **Alabama State University**915 South Jackson StreetMontgomery, AL 36195lgsmith@alasu.eduPhone: 334-229-4100 | N | 0 |
| 12 | **Bethune-Cookman College**640 Dr. Mary Mcleod Bethune BoulevardDaytona Beach, FL 32114bonnerd@cookman.eduFax 386-481-2139 | N | 0 |
| 13 | **Jackson State University**Career Department, Dr. Valerie Shelby1400 John R Lynch StreetJackson, MS 39217Valerie.j.shelby@jsums.eduPhone: 1-800-848-6817 | N | 0 |
| 14 | **Mississippi Valley State University**14000 Highway 82 WestItta Berna, MS 38941careerservices@mvsu.eduPhone; 662-254-9041 | N | 0 |
| 15 | **On-Air Announcements** *(one or more SEU stations)* | N | 0 |
| 16 | **Word-of-Mouth Referral**  | N | 5 |
| 17 | **E-mail to all CMI Business Managers**CMIBusinessManagers@cumulus.com | N | 0 |
| 18 | **Cumulus Jobs**Cumulusjobs.com | N | 5 |
| 19 | **Walk-In/Self-Referral** | N | 3 |
| 20 | **Employ Florida**www.employflorida.com | N | 0 |
| 21 | **Traffic Director’s Guild of America (“TDGA”)**www.tdga.com | N | 0 |
| 22 | **Urban Insite**www.urbaninsite.com | N | 0 |
| 23 | **All Access**www.allaccess.com | N | 3 |
| 24 | **RADIO ONLINE**www.jobs.radio-online.com | N | 1 |
| 25 | **Inside RadioContact:** Gene McKay1-800-640-8852 | N | 0 |
| 26 | **Talkers Magazine**www.talkers.com | N | 0 |
| 27 | **Career Builder**www.Careerbuilder.com | N | 0 |
| 28 | **Facebook.com** | N |  |
| 29 | **Craig’s List**www.pensacolacraigslist.org | N | 0 |
| 30 | **Open House** *(as listed in Section III)* | N | 0 |
| 31 | **Indeed.com**[www.indeed.com](http://www.indeed.com) | N | 7 |
| 32 | **SEU Job Fairs** *(as listed in Section III)* | N | 0 |
| 33 | **Internal Transfer** | N | 1 |
| 34 | **Regional Help Wanted**www.regionalhelpwanted.com | N | 0 |
| 35 | **University of Central Florida** **4000 Central Florida Blvd. Orlando, FL. 32708**Contact: Ronald Michaels Ronald.michaels@ucf.edu  | N | 0 |
| 36 | **University of Alabama at Birmingham**1150 10th Ave South, BEC 218D knk@uab.edu  | N | 0 |
| 37 | **University of Alabama**361 Stadium Drive Attn Joe Calamusa jcalamus@cba.us.edu Tuscaloosa, AL 35406 | N | 0 |
| 38 | **Tuskegee UniversityBrimmer College of Business and Information Sciences****Tuskegee, Ala 36088** | N | 0 |
| 39 | **Nova Southeastern University** 3301 College Ave. dannacher@nova.edu Fort Lauderdale, FL 33314 | N | 0 |
| 40 | **Nicholls State University** P.O. Box 2015 906 E. First StreetThibodaux, LA 70310 | N | 0 |
| 41 | **Kennesaw State University**1000 Chastain Rd Building 4 Room 281Kennesaw, GA 30144 | N | 0 |
| 42 | **Georgia State University** Robinson College of Business P.O. Box 3991 jboles@gsu.edu Atlanta, GA 30302 | N | 0 |
| 43 | Florida State UniversityThe Sales Institute821 Academic Way ppallention@cob.fsu.edu Tallahassee, FL 32306 | N | 0 |
| 44 | Auburn University415 West Magnolia Ave 201 Lowder Business Buildingabernav@auburn.edu Auburn, AL 36849 | N | 0 |
| 45 | Nova Southeastern University3301 College Ave dh113@huizenga.nova.edu Fort Lauderdale, FL 33314 | N | 0 |
| 46 | MediaRecruiter.com9457 S. University Blvd. #303Highlands Ranch, CO 80126 | N | 0 |
| **TOTAL INTERVIEWEES OVER REPORTING PERIOD**  | 25 |

**WCOA(AM), WCOA(FM), WRRX(FM),WXBM(FM) and WMEZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2016 – September 30, 2017**

**III. RECRUITMENT INITIATIVES**

|  |  |  |
| --- | --- | --- |
|  | **Type of Recruitment Initiative***(Menu Selection)* | **Brief Description of Activity** |
| **1** | Host Job Fair | On Sept 29, 2017 Hosted a Job Fair at Pensacola State College from 10am-2pm. Collecting resumes from interceded at this event. This event was promoted on one or more stations. |
|  |  |  |