

WCOA(AM), WJLQ(FM), and WRRX(FM)
EEO PUBLIC FILE REPORT
October 1, 2010 – September 30, 2011¹

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
Account Executive	1-15, 16	16
Sales Assistant / Promotions Assistant	1-14, 27-28	28
Account Executive	1-15, 16, 27-28	16
Account Executive	1-15, 27-30	30
Traffic Director	1-14, 18, 27-28	18
Sales Assistant / Promotions Assistant	1-14, 27-29	29
Account Executive	1-15, 16, 27-29	16
Account Executive	1-15, 27-29	29

¹ This Report provides recruitment data collected from September 20, 2010 through September 20, 2011.

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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	<p>Gary James, Ohio Center for Broadcasting 5330 East Main St., Suite 200 Columbus, Ohio 43213 gary@beonair.com Phone: 614-245-0555</p>	Y	0
2	<p>Pensacola State College 1000 College Blvd. Pensacola, FL. 32504 Career Dept. gbixel@pensacolastate.edu http://pjcworksonline.pjc.edu Phone: 850-484-1655 / Fax 850-484-1694</p>	N	0
3	<p>University of West Florida 11000 University Pkwy. Pensacola, FL. 32514 nford@uwf.edu http://uwf.edu/career Phone: 850-474-2254</p>	N	0
4	<p>Alabama Career Center-Employment Service 515 Springhill Plaza Court Mobile, AL. 36608 Fay Long Fay.long@dir.alabama.gov Phone: 251-461-4450 / Fax 251-461-4443</p>	N	0
5	<p>Faulkner University-Career Service 3943 Airport Blvd. Mobile, AL. 36608 Mr. Fred Hughes Fhughes@faulkner.edu Phone: 251-380-9090 / Fax 251-380-9066</p>	N	0
6	<p>University of South Alabama-Career Service Meisler Hall Suite # 21 Mobile, AL. 36688 Delia Ingram dingram@usouthal.edu Phone: 251-460-6188 / Fax 251-460-6091</p>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Springhill College- Career Services 4000 Dauphin St. Mobile, AL. 36608 Ashley Dunklin careers@shc.edu Phone: 251-380-3000	N	0
8	University Of Mobile College Student Success Center 5735 College Parkway Mobile, AL. 36613 mmcguire@mail.umobile.edu Phone: 251-442-2292 / Fax 251-442-2498	N	0
9	Bishop State Community College 414 Stanton St. Mobile, AL. msimis@bishop.edu Phone: 251-405-7052	N	0
10	Alabama A&M University Career Dept. P.O. Box 1357 Normal, AL. 35762 Brenda.crutcher@aamu.edu Phone: 256-372-5000	N	0
11	Alabama State University 915 South Jackson St. Montgomery, AL. 36195 lgsmith@alasu.edu Phone: 334-229-4100	Y	0
12	Bethune-Cookman College 640 Dr. Mary Mcleod Bethune Blvd. Daytona Beach, FL. 32114 bonnerd@cookman.edu Fax 386-481-2139	N	0
13	Jackson State University Career Dept. Dr. Valerie Shelby 1400 John R Lynch St. Jackson, MS. 39217 Valerie.j.shelby@jsums.edu Phone: 1-800-848-6817	N	0
14	Mississippi Valley State University 14000 Hwy. 82 West Itta Berna, MS. 38941 careerservices@mvsu.edu Phone; 662-254-9041	N	0
15	On-Air Announcements (one or more SEU stations)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Word-of-Mouth Referral	N	3
17	E-mail to all CMI Business Managers CMIBusinessManagers@cumulus.com	N	0
18	Cumulusjobs.com	N	5
19	Walk-In/Self-Referral	N	0
20	EmployFlorida.com	N	0
21	TDGA www.tdga.com	N	0
22	URBANINSITE	N	0
23	ALL ACCESS http://www.allaccess.com	N	0
24	RADIO ONLINE http://jobs.radio-online.com	N	0
25	INSIDE RADIO 1-800-640-8852 Gene McKay	N	0
26	Talkers.Magazine.com	N	0
27	Career Builder Careerbuilder.com	N	0
28	Facebook.com	N	1
29	Craigslist.com	N	2
30	Job Fair (as listed in Section III)	N	5
31	Open House (as listed in Section III)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host Job Fair	On May 3, 2011, this SEU hosted a Job Fair at its Pensacola studios. Our General Sales Manager spoke with attendees about career opportunities in radio and job openings within the SEU. Resumes from interested attendees were collected. This event was promoted on one or more SEU stations.
2	Host Open House	On June, 23, 2011 this SEU hosted an Open House at its Pensacola studios. Our Market Manager spoke with attendees about career opportunities in radio and job openings within the SEU. Resumes from interested attendees were collected. This even was promoted on one or more SEU stations.
3	Management-level training regarding equal employment opportunity and preventing discrimination	On January 20, 2011, our Market Manager and Business Manager participated in a comprehensive telephonic training session regarding the FCC's EEO rules presented by our outside communications counsel.