



**WBLX-FM, WXQW(AM), WDLT-FM, WABD(FM) and WGOK(AM)  
EEO PUBLIC FILE REPORT  
December 1, 2014 – November 30, 2015**

**I. VACANCY LIST**

SEE SECTION II, THE “MASTER RECRUITMENT SOURCE LIST” (“MRSLS”) FOR RECRUITMENT SOURCE DATA

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant	1-10, 12, 14, 16, 22	10
On-Air Talent	1-10, 12, 14, 16, 22	8
On-Air Talent	1-10, 12, 14, 16, 22	8
Sales Manager	1-10, 12-14, 16, 22	16
Account Executive	1-10, 12-15, 16, 22	16
Account Executive	1-10, 12-15, 16, 22	8
Program Director	1-10, 12-14, 16, 20, 22	20
Receptionist/Admin Assistant	1-10, 12, 14, 16, 22	22
Account Executive	1-10, 12-14, 16, 22	10
Promotions Director	1-10, 12, 14, 16, 22	8
Account Executive	1-10, 12-14, 16, 22	16
Account Executive	1-10, 12-17, 16, 22	8
Account Executive	1-10, 12, 14, 16, 22	8

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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	<b>Ohio Center for Broadcasting</b> 900 Sweet Valley Drive Cleveland, OH 444125 Placement.columbus@beonair.com 216-447-9117	No	0
2	<b>Alabama Career Center – Employment Service</b> 515 Springhill Plaza Court Mobile, AL. 36608 John Russell - Phone 251-461-4449 / Fax 251-461-4443 John.Russell@ALCC.Alabama.gov	No	0
3	<b>Faulkner University – Career Service</b> 3943 Airport Blvd Mobile, AL. 36608 Mr. Fred Hughes Fhughes@Faulkner.edu Phone 251-380-9090 / Fax 251-380-9066	No	0
4	<b>University of South Alabama – Career Service</b> Meisler Hall Suite #21 Mobile, AL. 36688 Rhonda Arnold - rarnold@usouthal.edu Phone 251-460-6188 / Fax 251-460-6091	No	0
5	<b>Springhill College – Career Services</b> 4000 Dauphin Street Mobile, AL. 36606 Mr. Luttman Phone 251-460-2187 / Fax 251-460-2185	No	0
6	<b>University of Mobile College</b> Student Success Center Brenda Davis BDavis@umobile.edu / Success@umobile.edu 5735 College Parkway Mobile, AL. 36613-2842 251-442-2877 / 251-675-5990	No	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>
7	<b>Bishop State Community College</b> 414 Stanton Street MSimis@bishop.edu Mobile, AL. 251-405-7052	No	0
8	<b>Word-of-Mouth Referral</b>	No	6
9	<b>Cumulusjobs.com</b>	No	4
10	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	5
11	<b>Internal Transfer / Promotion</b>	No	1
12	<b>Internal Posting</b>	No	0
13	<b>Baldwin County Job Fair</b>	No	10
14	<b>Cumulus.com</b>	No	1
15	<b>South Alabama Regional Business Expo – Job Fair</b>	No	15
16	<b>Linked-Inc</b>	No	5
17	<b>All Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
18	<b>IHireSalesPeople.com</b> PO Box 3100 Frederick, MD 21705-3100 877-798-4854	No	5
19	<b>Radio Advertising Bureau, Inc.</b> PO Box 972036 Dallas, TX. 75397-2036 RAB.com	No	0
20	<b>Urban Insite</b> <a href="http://www.urbaninsite.com">www.urbaninsite.com</a>	No	1
21	<b>Urban Buzz</b> <a href="http://www.theurbanbuzz.com">www.theurbanbuzz.com</a>	No	0
22	<b>Indeed.com</b>	No	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			55

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**III. RECRUITMENT INITIATIVES**

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
<b>1</b>	<b>Participate in Job Fair</b>	<p>On April 14, 2015, this SEU participated in a Job Fair at the Daphne Civic Center in Daphne, Alabama. SEU participants included the VP/Sales Manager and two Account Executives. These individuals manned the Cumulus booth and presented information about careers in radio as well as job openings with the SEU. This event was promoted over-the-air on one or more of the SEU stations.</p>
<b>2</b>	<b>Participate in Job Fair</b>	<p>On April 30, 2015, this SEU participated in the South Alabama Regional Planning Commission ("SARPC") Business Expo Jobs Fair. This Expo was held at the Mobile Civic Center. The SEU's Market Manager, VP/Sales Manager and eight (8) of the SEU's Account Executives participated in this event and presented information about careers in radio advertising and job openings within the SEU. Literature about career opportunities with Cumulus was distributed to interested attendees and resumes were accepted. SARPC advertised this event on one or more of the SEU stations.</p>