

**WLWI-FM, WHHY-FM, WAFX(FM), WLWI(AM),  
 WMXS(FM), and WMSP(AM)  
 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
WMXS(FM), Program Director	2, 7, 10-12, 18, 26-29	11
Promotions Director	2, 7, 10, 12, 18, 26-29	12
General Sales Manager	1, 3, 7, 18-19, 24, 26-27, 29	3
Digital Sales Manager	1, 3, 7, 18-19, 24, 26-27, 29	7

**WLWI-FM, WHHY-FM, WAFX(FM), WLWI(AM),  
WMXS(FM), and WMSP(AM)  
EEO PUBLIC FILE REPORT  
December 1, 2017 – November 30, 2018**

**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>CMI Business Managers</b> <i>Companywide distribution open positions posted in all CMLS Markets</i> <a href="mailto:BM@cumulus.com">BM@cumulus.com</a> ;	No	1
2	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	No	3
3	<b>Station Website Postings</b> <i>(one or more SEU stations)</i>	No	2
4	<b>Simply Hired</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a>	No	0
5	<b>Link Up</b> <a href="http://www.linkup.com">www.linkup.com</a>	No	0
6	<b>Glassdoor</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
7	<b>Indeed</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	8
8	<b>MediaRecruiter</b> <a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>	No	0
9	<b>Zip Recruiter</b> <a href="http://www.ZipRecruiter.com">www.ZipRecruiter.com</a>	No	0
10	<b>All Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	5
11	<b>Radio and Music Pros</b> <a href="http://www.Ramp247.com">www.Ramp247.com</a>	No	3
12	<b>Linkedin</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	5
13	<b>Alabama State University</b> Ayoleke David Okeowo, Professor & Chair Department of Communications <a href="mailto:dokeowo@alasu.edu">dokeowo@alasu.edu</a> (334) 229-4493	Yes	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	<b>Auburn University Career Services</b> Shae Robinson Auburn, AL 36104 (334) 844-4744	No	0
15	<b>Montgomery Independent Newspaper</b> 1810 West 5 <sup>th</sup> Street Montgomery, AL 36106 (334) 265-7323	No	0
16	<b>Alabama Broadcasters Association</b> 1316 Alford Avenue, Ste 201 Birmingham, AL 35226 (205) 979-1690	No	0
17	<b>Auburn University-Montgomery</b> Agnes Shipma Montgomery, AL 36117 (334) 244-3792	No	0
18	<b>Troy State University, Career Services,</b> Janice Patrick Troy, AL 36092 (334) 670-3217	No	0
19	<b>Virginia College</b> Crystal Jalil, Career Services Montgomery, AL 36117 (334) 277-3390	No	0
20	<b>Huntingdon College</b> Fran Taylor, Career Services Montgomery, AL 36106 (334) 833-4222	No	0
21	<b>Faulkner University</b> Marie C. Ottinger, Director of Career Services Montgomery, AL 36109 mottinger@faulkner.edu	No	0
22	<b>The Campus Special, LLC</b> Allyson Chandler, Director of Product (770) 807-7474 Allyson@campusspecial.com	No	0
23	<b>Ladders</b> <a href="http://www.TheLadders.com">www.TheLadders.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			27

**WLWI-FM, WHHY-FM, WAFX(FM), WLWI(AM),  
 WMXS(FM), and WMSP(AM)  
 EEO PUBLIC FILE REPORT  
 December 1, 2017 – November 30, 2018**

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Internship Program	During this reporting year, our SEU hosted an internship program. One from Alabama State University and one from Auburn University-Montgomery participated. The interns worked in the programming department and were supervised by the Operations Manager.
<b>2</b>		
<b>3</b>		
<b>4</b>		