

**WAYS(AM), WMAC(AM), WDEN-FM, WMGB(FM), WPEZ(FM),
WLZN(FM)**

EEO PUBLIC FILE REPORT

December 1, 2016 – November 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
General Manager	27-30, 34	34
Account Executive	1-26, 32	13
Production Director	1-11, 14-26, 31, 33	31

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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	Mercer University Attn: Charlene Leach/Mary Roberts 1400 Coleman Avenue Macon, GA 31207 (478) 301-2863	N	0
2	Macon State College Attn: Kimberly Gibbs 100 College Station Drive Macon, GA 31206 (478) 471-5730	N	0
3	Wesleyan College Attn: Betsy Anderburg 4760 Forsythe Road Macon, GA 31206 (478) 757-5134	N	0
4	Fort Valley State University Attn: Dwayne Crew 1005 St University Drive Fort Valley, GA 31030	N	0
5	Georgia College and State University Attn: Mrs. West Campus Box 10 Milledgeville, GA 31061 (478) 445-5497	N	0
6	Middle Georgia Technical College Attn: Richard Wallace 80 Cohen Walker Warner Robins, GA 31088 (478) 988-6850	N	0
7	NAACP Attn: Cortese Dillard 820 High Street Macon, GA 31201 (478) 745-9944	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Georgia Dept. of Labor Attn: ES Unit 3090 Mercer University Drive Macon, GA 31204 (478) 751-6164	N	0
9	Macon-Bibb Office of Workforce Development Attn: Arlesia Finney 682 Cherry St. Suite 600 Macon, GA 31202	N	0
10	Morehouse College Attn: Kelly Ecchols 830 Westview Drive Atlanta, GA 30314	N	0
11	Georgia Technical College Attn: Dr. Elizabeth Hibbits 3300 Macon Tech Drive Macon, GA 31206 (478) 757-3501	N	0
12	On-Air Announcements (<i>on one or more SEU stations</i>)	N	3
13	Word-of-Mouth Referral	N	2
14	Georgia College and State University Attn: Harold Jenkins Career Services Campus Box 42 Milledgeville, GA 31061 (478) 445-5497	N	0
15	Diversity Employment Solutions 1500 Perimeter Parkway, Suite 225 Huntsville, AL 35806 (256) 726-8879	N	0
16	Bibb County Dept. of Family and Children Services Attn: Amanda Stewart Welfare to Work Program 456 Oglethorpe Macon, GA 31210	N	0
17	Snelling Personnel Services 3333 Northside Drive, Suite A Macon, GA 31210 (478) 477-7747	N	0
18	Central Georgia Advertising Federation Attn: Jason Antoine P.O. Box 586 Macon, GA 31202	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Career Woman’s Network Attn: Lynn Bartling P.O. Box 6690 Macon, GA 31208 (478) 808-8281	N	0
20	Community Foundation of Central Georgia 277 MLK Jr. Blvd. Macon, GA 31208 (478) 750-9338	N	0
21	International Association of Administrative Professionals Attn: Sandra Darby 412 Ashville Drive Macon, GA 31210	N	0
22	LaLeche of Macon 4716 Lattimore Drive Macon, GA 31210 (478) 975-0288	N	0
23	Macon-Bibb Economic Opportunity Council 653 Second Street Macon, GA 31201 (478) 738-3240	N	0
24	United Way of Central Georgia 277 MLK Jr. Blvd. Macon, GA 31201 (478) 745-4732	N	0
25	Georgia Informer 839 Forsyth Road Macon, GA 31201 (478) 745-7265	N	0
26	The Daily Sun 1553 Watson Blvd. Warner Robins, GA 31093 (478) 923-6432	N	0
27	Indeed (www.indeed.com)	N	1
28	Simply Hired (www.simplyhired.com)	N	0
29	Glass Door (www.glassdoor.com)	N	0
30	LinkUp (www.linkup.com)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Internal Promotion	N	1
32	Open House	N	3
33	AllAccess.com	N	1
34	Cumulus.com	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Sponsored event in community designed to inform and educate the public concerning employment opportunities in broadcasting (Hosted Open House)	On May 9 th , 2017, this SEU hosted an open house at our offices at 544 Mulberry St. Suite 500 in Macon, GA. The SEU solicited potential employees to come to our business and learn about opportunities with our company. This event was promoted over the air on one or more SEU stations. SEU participants included the SEU's General Manager and Sales Manager.
2	Internship Program	During this reporting year, our SEU hosted an internship program. Two interns from Middle Georgia State College participated. The interns worked in the promotions department and were supervised by the Promotions Director.