

**WALG(AM), WGPC(AM)<sup>1</sup>, WKAK(FM), WQVE(FM), WJAD(FM),  
WNUQ(FM) and WEGC(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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
On-air Program Director	1,3,4,8,14,17-21, 23-25	3

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<sup>1</sup> The license for station WGPC was surrendered to the FCC for cancellation on March 10, 2017.

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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>Monster Website</b> www.monster.com	No	0
2	<b>Southwest Georgia Help Wanted.com</b> www.southwestgeorgiahelpwanted.com	No	0
3	<b>Word-of-Mouth Referral</b>	No	3
4	<b>Zip Recruiter Website</b> www.ziprecruiter.com	No	0
5	<b>All Access</b> www.allaccess.com	No	0
6	<b>TV and Radio Jobs Website</b> www.tvandradijobs.com	No	0
7	<b>Albany Chamber of Commerce</b> 225 West Broad Avenue Albany, Ga 31701 229-434-8700 www.albanyga.com/chamber/employment.html	No	0
8	<b>Darton College</b> 2400 Gillionville Road Albany, GA 31701 229-317-6775 Carly Boyd www.collegecentral.com/darton	No	0
9	<b>Albany Technical College</b> 1704 S Slappey Boulevard Albany, GA 31701 229-430-3514 Judy Jimmerson jjimmerson@albanytech.edu www.albanytech.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	<b>Albany State University</b> 504 College Drive Albany, GA 31705 229-430-4654 Career Services careers@asurams.edu www.asurams.edu	No	0
11	<b>Ohio Center for Broadcasting</b> 5330 East Main Street Suite 200 Columbus, OH 43213 614-245-0555 Gary James gary@beonair.com	No	0
12	<b>Georgia Department of Labor</b> P.O. Box 3450 Albany, Ga 31706 229-430-5010 www.dol.state.ga.us	No	0
13	<b>Station On-Air Announcements</b> <i>(one or more SEU stations)</i>	No	0
14	<b>Walk-In/Self-Referral</b>	No	0
15	<b>Station Website Postings</b> <i>(one or more SEU stations)</i>	No	0
16	<b>SEU Job Fairs</b> <i>(see Section III)</i>	No	0
17	<b>Facebook Page</b> www.facebook.com	No	0
18	<b>Indeed Website</b> Ads.indeed.com	No	0
19	<b>CMI Business Managers</b> CMIBusinessManagers@cumulus.com	No	0
20	<b>Internal Posting</b>	No	0
21	<b>www.HRMDirect.com</b>	No	5
22	<b>Linkedin</b>	No	0
23	<b>Simply Hired</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a>	No	0
24	<b>Glass Door</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
25	<b>LinkUp</b> <a href="http://www.linkup.com">www.linkup.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			8

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in Job Fair	On March 16, 2017, our SEU participated in a career fair at Darton College. SEU representatives spoke with attendees about careers in radio broadcasting and job openings within the SEU. SEU participants included our Market Manager and a Sales Assistant.
<b>2</b>	Participate in Job Fair	On April 20, 2017, our SEU participated in a career fair at Albany Technical College. SEU representatives spoke with attendees about careers in radio broadcasting and job openings within the SEU. SEU participants included our Market Manager and a Sales Assistant.
<b>3</b>	Participate in Job Fair	On October 19, 2017, our SEU participated in a career fair at Albany Technical College. SEU representatives spoke with attendees about careers in radio broadcasting and job openings within the SEU. SEU participants included our Market Manager and a Sales Assistant.