

**WLWI-FM, WHHY-FM, WAFX(FM), WLWI(AM),  
 WMXS(FM), and WMSP(AM)<sup>1</sup>  
 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
Account Executive	3, 7, 18-19, 24, 26-27, 29	7
Account Executive	3, 7, 18-19, 24, 26-27, 29	12
WHHY(FM), Program Director	2, 7, 10, 18, 26-29	7
Promotions Director	2, 7, 10, 18, 26-29	7

<sup>1</sup> Station WNZZ(AM), Montgomery, Alabama (Facility ID 12321) (“WNZZ”), which formerly was licensed to Joule Broadcasting LLC, was previously part of this station employment unit pursuant to a trust arrangement. The license for WNZZ was assigned to Shelby Broadcast Associates, LLC on August 29, 2016. As a result, WNZZ is no longer part of this station employment unit.

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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>CMI Business Managers</b> <i>Companywide distribution open positions posted in all CMLS Markets</i> BM@cumulus.com;	No	1
2	<b>On-Air Announcements</b> (one or more SEU stations)	No	3
3	<b>Station Website Postings</b> (one or more SEU stations)	No	5
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	3
11	<b>Radio and Music Pros</b> <a href="http://www.Ramp247.com">www.Ramp247.com</a>	No	1
12	<b>Linkedin</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	4
13	<b>Alabama State University</b> Ayoleke David Okeowo, Professor & Chair Department of Communications dokeowo@alasu.edu (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	2
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

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Participate in a Job Fair	<p>Cumulus Montgomery Sales Manager and Sales Assistant attended the following job fair. At this event, they collected resumes and interviewed any qualified candidates.</p> <p>February 7, 2017 –Career Expo at Faulkner University</p>
2	Participate in a Job Fair	<p>Cumulus Montgomery Sales Manager and Market Manager attended the following job fair. At this event, they collected resumes and interviewed any qualified candidates.</p> <p>August 30, 2017- Auburn University Montgomery-College of Business Job Fair at AUM Campus, Taylor Center.</p>
3	Participate in a Job Fair	<p>Cumulus Montgomery Sales Manager and Market Manager attended the following job fair. At this event, they collected resumes and interviewed any qualified candidates.</p> <p>November 1, 2017- WSFA’s Regional Job Fair at Cramton Bowl.</p>
4	Internship Program	<p>During this reporting year, our SEU hosted an internship program. Two from Alabama State University participated. The interns worked in the programming department and were supervised by the Operations Manager.</p>