

**WBMQ(AM), WIXV(FM), WJCL-FM, WJGL(AM),  
WZAT(FM), WEAS-FM and WTYB(FM)  
EEO PUBLIC FILE REPORT  
December 1, 2009 – November 30, 2010**

**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	1-10, 12, 14-15	1
ACCOUNT EXECUTIVE	1-10, 12, 14-15	1
ACCOUNT EXECUTIVE	1-10, 12, 14-15	9
ACCOUNT EXECUTIVE	1-10, 12, 14-15	9
ACCOUNT EXECUTIVE	1-10, 12, 14-15	10
ACCOUNT EXECUTIVE	1-10, 12, 14-15	10
ACCOUNT EXECUTIVE	1-10, 12, 14-15	10
ASSISTANT BUSINESS MANAGER	1-10, 12, 14-15	12
MARKET MANAGER	1-2, 11-12, 14-15	11

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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>On-Air Announcements</b> <i>(all SEU stations)</i>	N	12
2	<b>Email to Cumulus Business Managers</b> <a href="mailto:CMIBusinessManagers@cumulus.com">CMIBusinessManagers@cumulus.com</a> <a href="mailto:CMPBusinessManagers@cumulus.com">CMPBusinessManagers@cumulus.com</a>	N	0
3	<b>Armstrong Atlantic Job Career Center</b> <a href="mailto:Placementcareer@armstrong.edu">Placementcareer@armstrong.edu</a>	N	0
4	<b>Georgia Southern University, Office of Career Services</b> <a href="mailto:confrank@georgiasouthern.edu">confrank@georgiasouthern.edu</a>	N	0
5	<b>Georgia Department of Labor</b> Contact: John Scott <a href="mailto:John.scott@dol.state.ga.us">John.scott@dol.state.ga.us</a>	N	0
6	<b>NAACP Job Placement</b> <a href="mailto:savnaacp@bellsouth.net">savnaacp@bellsouth.net</a>	N	0
7	<b>Ohio Center for Broadcasting</b> <a href="mailto:placement@beonair.com">placement@beonair.com</a> <a href="mailto:gary@beonair.com">gary@beonair.com</a>	Y	0
8	<b>Savannah State University Career Counselor</b> <a href="mailto:bradleyb@savstate.edu">bradleyb@savstate.edu</a>	N	0
9	<b>Word-of-Mouth Referral</b>	N	5
10	<b>Cumulus Open Houses and Job Fairs</b> <i>(see Section III)</i>	N	16
11	<b>Inside Radio</b> <a href="http://www.insideradio.com">www.insideradio.com</a>	N	1
12	<b>Kelly Services</b> <a href="mailto:greens2@kellyservices.com">greens2@kellyservices.com</a>	N	6
13	<b>All Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	2
14	<b>Internal Posting</b>	N	0
15	<b>Cumulusjobs.com</b>	N	9
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			51

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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 event/program sponsored by an educational institution relating to careers in broadcasting	On February 25 and 26, 2010, this SEU participated in the Savannah State University - Southern Regional Press Institute Career Day/Fair. The SEU's Marketing Director and a WEAS(FM) On-Air Personality hosted a seminar entitled, "the State of Radio." Information about this event and seminar was promoted on Station WEAS(FM).
<b>2</b>	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On February 24, 2010, our SEU participated in the Georgia Southern University Eagle Expo & Education Fair. Our Marketing Director provided student attendees with information about career opportunities in broadcasting as well as job openings and internships within the SEU..
<b>3</b>	Participate in Job Fair	On February 25, 2010, this SEU participated in the Savannah State Press Institute Job Fair at Savannah State University in Savannah, Georgia. Our SEU provided attendees with information about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Program Directors as well as our Marketing and Promotions Managers.
<b>4</b>	Participate in Job Fair	On May 19, 2010, this SEU participated in the State Wide Healthcare Job Fair at the May Street YMCA in Savannah, Georgia. Our SEU presented information to attendees about career opportunities in radio as well as job openings within the SEU. SEU participants included our Program Directors as well as our Marketing and Promotions Managers.

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
5	Host Open House	On August 4, 2010, our SEU hosted an Open House, inviting interested parties to our facilities for a roundtable discussion about careers in broadcasting as well as job opportunities within the SEU. Attendees were given a tour of our facilities and, if interested, could be interviewed that evening. SEU participants included our Market Manager, Sales Manager, Program Directors and three senior level Account Executives.
6	Host Open House	On Novemeber 17, 2010, our SEU hosted an Open House, inviting interested parties to our facilities for a roundtable discussion about careers in broadcasting as well as job opportunities within the SEU. Attendees were given a tour of our facilities and, if interested, could be interviewed that evening. SEU participants included our Market Manager, Sales Manager, Program Directors and three senior level Account Executives.
7	Internship Program	Our SEU hosts interns from local universities on a regular basis to assist our promotions department with station events, set-up of station remotes and other duties as assigned by the supervising promotions or programming managers. During this reporting period our SEU hosted three (3) student interns from Savannah State University – two (2) in the Spring of 2010 and one (1) in the Fall of 2010.