

WGKX(FM), WRBO(FM), WXXM(FM), WKIM(FM)
EEO PUBLIC FILE REPORT
April 1, 2015 – March 31, 2016

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 Hiree – Carolyn Snapp 8/31/15	2,4,6,7,9,10,12,18,19,20,21	9
Account Executive Hiree – Deryl Gardner 8/31/15	2,4,6,7,9,10,12,18,19,20,21	4
Promotions Marketing Director Hiree Marvin Emilien 10/28/15	1,4,6,8,9,21	8
Business Manager Hiree Jennifer Crabtree 12/15/15	4,6,7,8,18,19,20	4
On-Air Evening Host – Hiree Christy Taylor 5/26/15	10-11, 14	10
Account Executive Hiree Felicia Tatum 9/14/15	2,4,6,7,9,10,12,18,19,20,21	9
Account Executive Hiree Darrow Calhoun 5/18/15	2,4,6,7,9,10,12,18,19,20,21	8

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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	The Commercial Appeal Newspaper	N	0
2	Work N Progress Career Fair 9/25/15	N	8
3	Minority Business Fair August 26, 2016	N	0
4	Indeed Website (One Search All Jobs)	N	7
5	Career Builder Website www.careerbuilder.com	N	0
6	Station Website Postings (<i>one or more SEU stations</i>)	N	4
7	On-Air Announcements (<i>on or more SEU stations</i>)	N	4
8	Internal Posting	N	1
9	Word-of-Mouth Referral	N	7
10	Cumulus Business Managers BM@cumulus.com	N	0
11	Internal Transfer/Promotion	N	1
12	Tennessee Association of Broadcasters	N	0
13	Monster Website www.monster.com	N	0
14	Desoto Magazine	N	0
15	All Access Website www.allaccess.com	N	0
16	Best Radio Jobs Website www.bestradijobs.com	N	0
17	Craig’s List www.memphis.craigslist.org	N	0
18	Simply Hired (www.simplyhired.com)	N	0
19	Glass Door (www.glassdoor.com)	N	0
20	Link Up (www.linkup.com)	N	0
21	Linkedin	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			34

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Employment Fair	On September 25 th , 2015, Our Local Sales Manager and Asst Promotions Director participated in The Work n Progress career fair in conjunction with Block for Party for Peace. The event was held 10a-2pm where we personally greeted over 100 attendees.
2	Participate in Employment Fair	On August 26 2015, Local Sales Manager participated in the Midsouth Minority Business Fair.