

**WALG(AM), WKAK(FM), WQVE(FM), WJAD(FM), WEGC(FM) and  
employees at WNUQ(FM)**

**EEO PUBLIC FILE REPORT  
December 1, 2018 – November 30, 2019**

**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>
Sales Representative	1, 3-6, 11, 14-21, 24-25	3
Sales Representative	1, 3-6, 11, 14-21, 24-25	21

**WALG(AM), WKAK(FM), WQVE(FM), WJAD(FM), WEGC(FM) and  
employees at WNUQ(FM)**

**EEO PUBLIC FILE REPORT  
December 1, 2018 – November 30, 2019**

**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	1
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.tvandradiojobs.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> www.indeed.com	No	0
19	<b>CMI Business Managers</b> CMIBusinessManagers@cumulus.com	No	0
20	<b>Internal Posting</b>	No	0
21	<b>Cumulus Careers Website</b> www.HRMDirect.com	No	11
22	<b>LinkedIn</b> www.linkedin.com	No	0
23	<b>Simply Hired</b> www.simplyhired.com	No	0
24	<b>Glass Door</b> www.glassdoor.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	LinkUp <a href="http://www.linkup.com">www.linkup.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			12

**WALG(AM), WKAK(FM), WQVE(FM), WJAD(FM), WEGC(FM) and  
employees at WNUQ(FM)**

**EEO PUBLIC FILE REPORT**

**December 1, 2018 – November 30, 2019**

**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 April 11, 2019, 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 Sales Assistant.
<b>2</b>	Participate in Job Fair	On September 26, 2019, our SEU participated in a Business Expo 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>3</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Participate in Job Fair	On September 26, 2019, our SEU participated in a career fair at Albany State University. SEU representatives spoke with attendees about careers in radio broadcasting and job openings within the SEU. SEU participants included our Sales Assistant.
5	Participate in Job Fair	On October 24, 2019, 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 Sales Assistant.