

**WAEV-FM, WL VH-FM, WQBT-FM, WSOK-AM, WTKS-AM, WYKZ-FM****EEO PUBLIC FILE REPORT****December 1, 2010 - November 30, 2011****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS L") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 3-9, 11-12, 14-16, 18-24, 26-39, 42-54, 56-61, 63-65, 67-69, 71-74, 76-80	57
Account Executive	1, 3-9, 11-12, 14-16, 18-24, 26-39, 42-54, 56-61, 63-65, 67-69, 71-74, 76-80	57
Account Executive	1, 3-9, 11-12, 14-16, 18-24, 26-39, 42-54, 56-61, 63-65, 67-69, 71-74, 76-80	57
General Sales Manager	2-3, 10, 13, 17-18, 22, 25, 40, 46-47, 50-54, 60-61, 63, 80	40
Digital and Broadcast Sales Coordinator	2-3, 10, 13, 17-18, 22, 46-47, 50-54, 60-61, 63, 70, 80	22
Chief Engineer	22, 55, 62, 66, 75,	66
Morning Show Producer	2, 10, 25, 41, 47, 70	25
Account Executive	2, 10, 47, 57, 70	57

\*Exigent Circumstances

1) This Report provides recruitment data collected from November 21, 2010 through November 20, 2011.

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone : 233-6163 Email : jholmes3166@hotmail.com Fax : 1-912-233-2949 CMegill Brown	N	0
2	AASU 11935 Abercorn St Savannah, Georgia 31419 Phone : 9123443248 Email : careers@armstrong.edu Fax : 1-912-344-3475 Elizabeth Wilson	Y	0
3	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Fax : 1--- Roy Jay	N	0
4	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Phone : Email : Fax : Manual posting Career Services	N	0
5	Aiken Technical College P.O. Box 696 Aiken, South Carolina 29802 Phone : 803.593.9231 Email : Fax : 1-803-593-5753 Paula Layfield	N	0
6	Aiken Technical College Counseling and Job Training P O Drawer 696 Aiken, South Carolina 29802 Phone : 706 396 7000 Email : Fax : 1-803-593-6526 Thomas Gentry	N	0

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7	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 334-229-4140 Email : etucker@asunet.alasu.edu Fax : 1-334-229-4985 Ella Tucker	N	0
8	Albany State University ACAD Building 291 504 College Drive Albany, Georgia 31705 Phone : (229) 430-4654 Email : gewms@asurams.edu Fax : 1-229-430-3826 Gloria Williams	N	0
9	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : Email : Fax : Manual posting Career Services	N	0
10	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : Email : Fax : Manual posting Career Services	N	0
11	Army Career Alumni Program Building 253 Suite 2056 Fort Stewart, Georgia 31314 Phone : 912-767-2611 Email : Fax : 1-912-767-8689 Transition Services	N	0
12	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Phone : Email : Fax : Manual posting Career Services	N	0

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13	Association for Women in Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : Email : Fax : 1-703-342-4311 Career Services	N	0
14	Augusta State University Placement Office 2500 Walton Way AUGUSTA, Georgia 30904 Phone : 706 396 7000 Email : Fax : 1-706-731-7097 THOMAS GENTRY	N	0
15	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706.771.4146 Email : Fax : 1-706-771-4034 Kim McClendon	N	0
16	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : Fax : Manual posting Mark Holloway	N	0
17	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@amfmjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
18	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Email : Fax : 1-405-605-6057 Joy Martin	N	0

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19	Career Page Website Texas Phone : Email : Fax : Manual posting Career Services	N	0
20	Chattahoochee Valley Community College 2602 College Dr Phenix City, Alabama 36869 Phone : 334-291-4900 Email : darlene.thompson@cv.edu Fax : Darlene Thompson	N	0
21	Claflin University Office of Career Development 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5338 Email : csnell@claflin.edu Fax : 1-803-535-5379 Carolyn Snell	N	0
22	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Email : Fax : Manual posting Career Services	N	12
23	Columbus Ledger-Enquirer 17 W 12th St. Columbus, Georgia 31901 Phone : 706-322-4500 ext 315 Email : asilberman@ledger-enquirer.com Fax : 1-706-576-6236 Amanda Silberman	N	0
24	Columbus State University 4225 University AVE Columbus, Georgia 31907 Phone : 706-569-3198 Email : Riggsby_lyn@colstate.edu Fax : Lyn Riggsby	N	0

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25	Employee Referral Georgia Phone : Email : Fax : Career Services	N	3
26	FAMU-Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : (850) 599-3700 Email : deloresdean@famuedu Fax : 1-850-599-3353 Delores Dean	N	0
27	Florida State University University Center 4100 Career Center Tallahassee, Florida 32306 Phone : (850) 644-6431 Email : jflora@fsu.edu Fax : 1-850-644-3273 Ms. Jamie Flora	N	0
28	GA Dept of Labor -Brunswick 2517 Tara Lane Brunswick, Georgia 31520-2758 Phone : 912-264-7244 Email : Ronnie.Bivins@dol.state.ga.us Fax : 1-912-262-3334 Ronnie Bivins	N	0
29	GA Dept of Labor-Hinesville 740 General Stewart Way Suite 202 Hinesville, Georgia 31313-3217 Phone : 912-370-2595 Email : Gary.Varner@dol.state.ga.us Fax : 1-912-370-2598 Gary Varner	N	0
30	GA Dept of Labor-Jesup 263 N. Brunswick St. Jesup, Georgia 31545-2840 Phone : 912-427-5842 Email : Donna.McCullough@dol.state.ga.us Fax : 1-912-427-5881 Donna McCullough	N	0

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31	GA Dept of Labor-Savannah 5520 White Bluff Road Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : Kimberly.Brown@dol.state.ga.us Fax : 1-912-351-3800 Kimberly Brown	N	0
32	GA Dept of Labor-Statesboro 62 Packinghouse Rd Statesboro, Georgia 30458-4116 Phone : 912-681-5156 Email : Monty.Craft@dol.state.ga.us Fax : 1-912-681-5228 Monty Craft	N	0
33	GA. Department of Labor-Albany Branch 1608 S. Slappey Blvd. Albany, Georgia 31706 Phone : (229) 430-5010 Email : Fax : 1-229-430-5027 Lynne Jones	N	0
34	Georgia Association of Broadcasters 8010 Roswell Road Atlanta, Georgia 30350 Phone : 770-395-7200 Email : becks@gab.org Fax : 1-770-395-7235 Stephanie Beck	N	0
35	Georgia Department of Labor Carter Center, Suite 16 Vidalia, Georgia 30474 Phone : 538-3231 Email : angela.paine@dol.state.ga.us Fax : 1-912-538-3238 Angela Paine	N	0
36	Georgia Department of Labor-Savannah 5520 WHITE BLUFF ROAD Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : DaisyMae.Washington@dol.state.ga.us Fax : DaisyMae Washington	N	0

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37	Georgia Dept. of Labor Placement Office 601 Greene Street Augusta, Georgia 30901 Phone : 706.721.2165 Email : gregory.criste@dol.state.ga.us Fax : 1-706-721-7680 Gregory Criste	N	0
38	Greater Augusta Chamber of Commerce 600 Broad Street Plaza Augusta, Georgia 30902 Phone : 706 396 7000 Email : Fax : 1-706-821-1330 Mark Haddon	N	0
39	Hampton Workforce Center 12 Walnut St East Hampton St, South Carolina 29924 Phone : 803-943-3291 Email : lharley@sces.org Fax : 1-803-943-5997 Lynette Harley	N	0
40	In House Promotion Georgia Phone : Email : Fax : Career Services	N	1
41	In-House CC Augusta employee	N	1
42	Interdenominational Ministerial Alliance P.O. Box 2083 Savannah, Georgia 31402 Phone : 912-233-4161 Email : Fax : 1-912-443-9870 Willie Ferrel	N	0
43	Jerome Personnel 306 10th Street Augusta, Georgia 30901 Phone : 706.823.6235 Email : Fax : 1-706-823-6242 Carol Van	N	0

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44	Job Shop 218 Oak Street Suite F Martinez, Georgia 30907 Phone : 706.860.4820 Email : Fax : 1-706-860-4871 Amy Gray	N	0
45	Macon State College & University 1000 College State Drive Macon, Georgia 31206 Phone : 478 471-2700 Email : Fax : 1-478-471-5730 Ann Loyd	N	0
46	Media Recruiter.com Centennial, Colorado 80016 Phone : 303-400-5150 Email : art@mediarecruiter.com Fax : 1--- Art Scott	N	0
47	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Fax : 1--- Scott Russell	N	0
48	N Augusta High School Placement Office 2000 Knobcone Ave N Augusta, South Carolina 29841 Phone : 706 396 7000 Email : Fax : 1-803-641-2466 Mark Haddon	N	0
49	NAACP P.O. Box 951 Savannah, Georgia 31402 Phone : 233-4161 Email : Fax : 1-912-233-3088 Prince Jackson	N	0

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50	National Assoc of Hispanic Journalists 1193 National Press Bldg Washington, District of Columbia 20045-2100 Phone : Email : jobbank@nahj.org Fax : 1--- Career Services	N	0
51	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Email : Fax : 1-301-314-1714 Ryan Williams	N	0
52	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Fax : 1--- Alex Nogales	N	0
53	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Phone : Email : info@nljja.org Fax : 1-202-588-1818 Career Services	N	0
54	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Phone : Email : native@unl.edu Fax : 1--- Frank Blythe	N	0
55	NewBay Media 28 East 28th Street 12th Floor New York, New York 10016 Phone : 212-378-0462 Email : Fax : Manual posting Tepeka Ginty	N	0

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56	News Star World Monroe, Alabama Phone : Email : Fax : 318-362-0225 Classified Department	N	0
57	On-Air Schedule Georgia Phone : Email : Fax : Career Services	N	10
58	Paine College 1235 15th Street Augusta, Georgia 30901 Phone : 706.821.8307 Email : allenw@mail.paine.edu Fax : 1-706-432-0708 Anthony Holland	N	0
59	Production HUB.com 1809 E Winter Park Rd Orlando, Florida 32803 Phone : 877-629-4122 Email : Fax : Manual posting Nick Hoefly	N	0
60	Radio & Records 2049 Century Park East Los Angeles, California 90067 Phone : 310-553-4330 Email : elsalopez@clearchannel.com Fax : 1-831-796-4181 Lisa Deary	N	0
61	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Fax : 1--- Joe Deschler	N	0

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62	Radio Business Report 2050 Old Bridge Rd Suite B01 Lake Ridge, Virginia 229192 Phone : Email : Fax : Manual posting n/a n/a	N	0
63	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Phone : Email : Fax : Manual posting Career Services	N	0
64	Ridgeland Workforce Center 7774 W. Main St Ridgeland, South Carolina 29936 Phone : 843-726-3750 Email : JLAllen@sces.org Fax : 1-843-726-3399 Jannie Allen	N	0
65	Savannah State University-Human Resources Human Resources P.O. Box 20601 Savannah, Georgia 31404 Phone : 912-356-2180 Email : bestsm@savstate.edu Fax : 1-912-691-6284 Sandra Best	N	0
66	SBE.org	N	2
67	Southeastern Technical College East First Street Vidalia, Georgia 30474 Phone : 538-3100 Email : alively@southeasterntech.edu Fax : 1-912-538-3156 Amanda Lively	N	0

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68	The Albany Herald 126 N. Washington Street Albany, Georgia 31701 Phone : 229 888-9344 Email : Fax : 1-229-438-3200 Classified Department Albany Herald	N	0
69	The Columbus Times 2230 Buena Vista Road Classified Advertising Columbus, Georgia 31906 Phone : 706-324-2404 Email : Fax : 1-706-596-0657 Carol Gerdes	N	0
70	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Fax : 1--- Scott McWilliams	N	0
71	The Valdosta Daily News 201 N. Troup Street5 Valdosta, Georgia 31602 Phone : 229 244-1880 Email : Fax : 1-229-244-4479 Tina News	N	0
72	Troy State 2605 University Place Department of Business Phenix City, Alabama 36869 Phone : 334-448-5113 Email : Fax : 1-334-448-5205 Kenny Marcum	N	0
73	Troy State University 2743 Perimeter Parkway Suite 201 Augusta, Georgia 30909 Phone : 706.210-2554 Email : frankenj@troyst.edu Fax : 1-706-210-3803 James Franken	N	0

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74	University Of South Carolina, Aiken 471 University Parkway Aiken, South Carolina 29801 Phone : 803.641.3440 Email : allisonb@usc.edu Fax : 1-803-641-3652 Allison Brown-Owens	N	0
75	Unknown 245 Alfred Street Savannah, Georgia Phone : Email : Fax : n/a n/a	N	4
76	USC Broadcasting Dept Journalism College Columbia, South Carolina 29208 Phone : 1-803-777-3321 Email : Fax : 1-803-777-4103 Sonya Duhe	N	0
77	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-7099 Email : Fax : 1-229-249-2602 Frank Barnas	N	0
78	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478 477-1110 Email : Fax : 1-478-757-4030 Wendy Stanley	N	0
79	WTOC.com 11 The News Place Savannah, Georgia 31405 Phone : 912-238-8375 Email : twichman@wtoc.com Fax : 1-912-231-9109 Tom Wichman	N	0

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80	www.monster.com 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Email : Fax : 1-402-472-8675 Brendan McCauley	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>33</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	3/3/2011	Participation in events or programs sponsored by educational institutions	Savannah State University Career Fair	1	PEA	0.25
2	4/19/2011	Participation in events or programs sponsored by educational institutions	Georgia Southern University Career Fair	1	Asst OM	0.25
3	6/20/2011	Establishment of an intern program designed to assist members of the community	This SEU conducts an ongoing internship program available to local college students in order to expose individuals to careers in broadcasting. During this reporting period we served as host to the following: Summer 2011: Two interns, one each from Clayton State University and Savannah State University worked in our promotions, programming, social media and imaging departments.	4	PD Morning Show Producer PEA Promotions/Business Dept	1.00
4	10/4/2011	Establishment of an intern program designed to assist members of the community	This SEU conducts an ongoing internship program available to local college students in order to expose individuals to careers in broadcasting. During this reporting period we served host to the following: Fall 2011: Two interns, one each from SCAD and Georgia Southern University worked in our promotions, programming, social media and imaging departments.	4	Program Director Promotions, Imaging Engineering Reception, Prize Winners, Confirmations	1.00
5	10/27/2011	Participation in events or programs sponsored by educational institutions	Armstrong Atlantic State University Career Fair from 12-3pm. We recruited for AE, Traffic Director and Intern positions.	1	Promotions and Imaging	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>2.75</b>