

EEO PUBLIC FILE REPORT

For the reporting period of 12/01/14 through 11/30/15

This report covers the following station employment unit (SEU):

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
South Texas Broadcasting, Inc.	WNIV(AM)	Atlanta, GA	23607	No
South Texas Broadcasting, Inc.	WLTA(AM)	Alpharetta, GA	42660	No
South Texas Broadcasting, Inc.	WAFS(AM)	Atlanta, GA	72111	No
Pennsylvania Media Associates, Inc.	WGKA(AM)	Atlanta, GA	65976	No
South Texas Broadcasting, Inc.	WFSH-FM	Athens, GA	56390	No
South Texas Broadcasting, Inc.	WDWD(AM)	Atlanta, GA	8623	No

I. VACANCY LIST

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source ("RS") that referred the person hired for each vacancy:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1.	Sales Coordinator	Re-hire	8/10/15	1-17
2.	Assistant Producer	Salem Web Site	11/16/15	1-17
3.	Account Executive	Linked In	12/29/14	1-17
4.	Promotions Manager	Indeed Website	11/9/15	1-17
5.	Operations Assistant	Salem Web Site	11/16/15	1-17
6.	Account Executive	Linked In	9/9/15	1-17

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources ("RS") were contacted as vacancies for full-time SEU jobs opened. There were a total of 59 people interviewed for full-time positions.

RS No.	Recruitment Source (*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information			
1	Trinity Anglican Mission	2270 Defoor Hills Rd NW Atlanta, GA 30318 Phone: (404)367-6500	
2	Moody Alumni Association	* www.moodyalumni.org Attn: Career Services	
3	Atlanta Urban League Attn: Career Services	100 Edgewood Avenue NE Suite 600 Atlanta, GA 30303 Fax: (404)659-5326 Phone: (404)569-1150	
4	Atlanta Metropolitan State College	1630 Metropolitan Parkway Atlanta, GA 30310 Attn: Dorothy Williams	

5	The Atlanta Business League		931 Martin Luther King Jr. Blvd Atlanta, GA 30314 jbryson@atlantabusinessleague.org
6	Georgia State University		https://www.myinterfase.com/gsu/employer/
7	The King Center		449 Auburn Avenue Atlanta, GA 30312 Phone: (404)526-8960 Fax: (404)524-8901
8	University of Georgia		Career Planning & Placement Clark Howell Hall Athens, GA 30602
9	Latin American Association		Attn: Fernando Escalante 2665 Buford Highway NE Atlanta, GA 30324
10	Georgia Association of Broadcasters		6 West Druid Hills Drive NE – Suite 330 Atlanta, GA 30329 Phone: (770)395-7200
11	NAACP – Macon		290 Rogers Avenue Macon, GA 31208
12	100 Black Men of Macon/Middle Georgia		P.O. Box 928 Macon, GA 31202
13	Fort Valley State University		Career Services 1005 State University Drive Fort Valley, GA 31030
14	Middle Georgia College		Allan Chastain, Dir. Career Resources 1100 Second Street Cochran, GA 31014
15	Super Care	*	P.O. Box 161733 Atlanta, GA 30321 Attn: Linda Roberson
16	Sydney	*	www.simplewithsyd.com
17	Media Recruiter		www.mediarecruiter.com

OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
18.	Salem Website	8
19.	Unsolicited Resumes	6
20.	Indeed.Com	2
21.	Facebook.Com	5
22.	All Access	1
23.	Employee Referral	11
24.	Radio Ad	8
25.	Other: Applicants at prior job fairs	16
26.	Linked In	2
Total Number of Interviewees		59

III. OUTREACH INITIATIVES

The following outreach initiatives were completed by the SEU during the reporting period:

A. Internship Program:

The employment unit conducts an active and ongoing internship program giving training and “real world” exposure to area college students by giving them training and learning alongside the promotions/marketing director and the programming department. During this reporting period, a student from West Georgia State University, and a student from Berry College participated in the program.

B. Job Banks and Internet Programs:

The SEU participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage women and minorities to consider future employment. During this reporting period, the following job banks were notified of full-time job vacancies:

- Atlanta Urban League
- Latin American Association
- Georgia Association of Broadcasters
- NAACP – Macon

C. Participation in Job Fairs:

The SEU attended the UGA Journalism and Mass Communication Career Day on February 4th, 2015 in the UGA’s Zell B. Miller Building. The promotions and programming directors distributed over 85 applications to participants.

D. Other Activities:

- On July 30th the News Announcer presented a seminar to rising 9th graders about working on 104.7 The Fish. Ten classroom guidance sessions were also conducted for juniors and 9th graders about broadcasting careers.