

WSTR(FM), WQXI(AM)
EEO PUBLIC FILE REPORT
12/01/08 - 11/30/09¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Program Director	1-29	27
Account Executive	1-29	27
Account Executive	1-29	27
On-Air Personality*	27	27
Account Executive	1-29	1
National Sales Manager	1-29	27
Interactive Manager	1-29	1

*Exigent circumstances.

¹ This report provides data collected from November 25, 2008 through November 27, 2009.

**WSTR(FM), WQXI(AM)
EEO PUBLIC FILE REPORT
12/01/08 - 11/30/09**

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over the reporting period
1	Lincoln Financial Media website: www.lincolnfinancialmedia.com (Jobs also post to station website: www.star94.com) Melanie Blevins 7800 E Orchard Road Suite 400 Greenwood Village, CO 80111	No	6
2	Latin America Association Santiago Marquez Dir Of Employment Services 2665 Buford Highway Atlanta, GA 30324-3262 404-638-1860	No	0
3	Georgia State University Panther Career Net http://gsu.csm.symplicity.com	No	0
4	Atlanta Urban League John Bray Employment Service 100 Edgewood Avenue, N.E. Suite 600 Atlanta, GA 30303 404-659-1150	No	0
5	Ogelthorpe University Eileen O-Laughlin Career Planning & Placement 4484 Peachtree Road, N.E. Atlanta, GA 30319 404-261-1441	No	0
6	Georgia Institute of Technology Ralph Mobley Alumni Placement Office Atlanta, GA 30332 404-894-2550	No	0
7	Emory University Terri Straw Career Planning & Placement 1380 S. Oxford Road, N.E. Atlanta, GA 30322 404-727-6211	No	0

**WSTR(FM), WQXI(AM)
EEO PUBLIC FILE REPORT
12/01/08 - 11/30/09**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over the reporting period
8	Morris Brown College Dr. Gloria Anderson Career Planning & Placement 643 Martin Luther King Dr Atlanta, GA 30314 404-739-1000	No	0
9	Miles College F. Kendrick Division of Communications P.O. Box 3800 Birmingham, AL 35208 205-929-1609	Yes	0
10	Florida A&M University Debra Twitty Placement Office Tallahassee, FL 32307 850-599-3611	No	0
11	Georgia Department of Labor Susan Sawyer Atlanta Job Service 148 International Blvd, NE Atlanta, GA 30303 404-679-5200	No	0
12	Atlanta Institute Of Music Esther Shantzek 5985 Financial Drive Suite 200 Norcross, GA 30071 770-242-7717	No	0
13	Nine To Five Atlanta Working Women Cindia Cameron 1430 Peachtree Street NW Atlanta, GA 30309 404-876-8134	Yes	0
14	NAACP Yvonne Finnie Regional Director 970 Martin Luther King Dr Atlanta, GA 30314 404-688-8868	No	0
15	Southern Christian Leadership Elaine Day Public Relations 334 Auburn Avenue NE Atlanta, GA 30303 404-522-1420	No	0

**WSTR(FM), WQXI(AM)
EEO PUBLIC FILE REPORT
12/01/08 - 11/30/09**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over the reporting period
16	Fort Valley State University Romelda Simmons Job Placement Office 1005 State College Drive Fort Valley, GA 30130 478-825-6350	No	0
17	Clarke Atlanta University Ernita Hemmitt Job Placement Office James P. Brawley Dr. @ Fair St., SW Atlanta, GA 30314 404-880-6791	No	0
18	Army Community Service Attn: Bobbi A. Burk 1350 Troop Row SW Bldg. 62 Fort Mcpherson, GA 30330 404-679-5200	Yes	0
19	Black Women's Coalition Of Atlanta Shirley Williams 1450 Gordon Street, S.W. Room 207 Atlanta, GA 30310 770-908-7445	No	0
20	Georgia Association Of Broadcasters Stephanie Beck 8010 Roswell Road Dunwoody, GA 30305 770-395-7200	No	0
21	The University Of Georgia Francis Purcell Career Center Clark Howell Hall Athens, GA 30602-3018 706-542-3375	No	0
22	Kennesaw State University Juliann Cravens The Career Services Center 1000 Chastain Rd #0118 Kennesaw, GA 30144-5591 770-423-6555	Yes	0
23	National Association Of Broadcasters Alex Hitz-Sanchez 1771 N Street, NW Washington, DC 20036 202-429-5300	No	0
24	HR Alternatives Attn: Ozellaz Johnson 5555 Glenridge Connector Atlanta, GA 30342	No	0

**WSTR(FM), WQXI(AM)
EEO PUBLIC FILE REPORT
12/01/08 - 11/30/09**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over the reporting period
25	All Access Music Group www.allaccess.com 28955 Pacific Coast Hwy #2105 Malibu, CA 90265	No	0
26	Internal Posting/Candidate	No	4
27	Word of Mouth Referrals	No	16
28	Oglethorpe University littlefield@oglethorpe.edu Eileen O-Laughlin Career Planning & Placement 4484 Peachtree Road, N.E. Atlanta, GA 30319 404-364-8533	No	0
29	National Director of Placement ENT Gary James Ohio/Illinois Centers for Broadcasting 900 Sweet Valley Dr Valley View, OH 44125 216-447-9117	Yes	0
TOTAL INTERVIEWEES OVER THE REPORTING PERIOD:			26

**WSTR(FM), WQXI(AM)
EEO PUBLIC FILE REPORT
12/01/08 - 11/30/09**

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Participate in job fair.	January 27, 2009 – The SEU participated in the “Georgia State University Spring Career Fair 2009,” conducting on-site interviews and sharing information regarding internship opportunities, career development, and skills needed to work in the Radio/TV business. Station participants included HR Director and Business Manager.
2.	Participate in event or program sponsored by educational institution relating to broadcast careers.	March 13, 2009 – Program Director took the opportunity to participate in a program developed by Georgia State University where established managers in the communications industry register with various professors in the Mass Communication School at GSU. Participants lecture the class on their career in communications as well as entertain a Q&A session.
3.	Participate in job fair.	August 19, 2009 – The SEU participated in the “Part-Time Job Fair” at Georgia State University, speaking to students regarding engineering opportunities and part-time positions available within Lincoln Financial Media Company, as well as internship opportunities. A current job listing was also available for students to review. Station participants included Chief Engineer.
4.	Participate in job fair.	October 15, 2009 – The SEU participated in the “2009 Job Fair in Communications” at Howard University. On-site interviews were conducted and guidance was given to students regarding internship opportunities, career development, and skills needed to work in the Radio/TV business. Station participants included HR Director.

WSTR(FM), WQXI(AM)
EEO PUBLIC FILE REPORT
12/01/08 - 11/30/09

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5.	Management EEO Training	8/1/09-9/9/09 – Management personnel participated in the Discrimination and Harassment Awareness Program to enhance their managerial knowledge in preventing discrimination.
6.	Participate in event or program sponsored by educational institution relating to broadcast careers.	May 1, 2009 – General Sales Manager participated in “Liberty Middle School Career College Day” where rising high-school students were informed about the “sales” side of radio. Students asked questions and were provided hand-outs on the radio industry