



**WLAY, WLAY-FM, WVNA, WVNA-FM, WMXV FM  
WMSR FM brokered by URban Radio Licenses, LLC**

**EEO PUBLIC FILE REPORT  
December 1, 2008 – November 30, 2009**

**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 12-month period</b>
1	<b>Radio Announcements</b> All Stations 509 N. Main St., Tuscumbia, AL 35674 (256) 383-2525 (P) ext 222 Brian Rickman	N	3
2	<b>AL-BA (available to all trade members &amp; national Job Bank browsers)</b> 2180 Parkway Lake Dr., Hoover, AL 35244 (205) 982-5001 Cindi McGee <a href="http://www.al-ba.com">www.al-ba.com</a>	N	0
3	<b>Shoals Career Center Sheffield Alabama 500 South Montgomery Ave. Suite 102 Sheffield, AL 35660-3858 Alabama's Career Center System</b>	N	4
4	<b>University Of North Alabama</b> Florence, AL 35632 (256)765-4608 Edward Foote <a href="mailto:aefoote@una.edu">aefoote@una.edu</a>	N	0
5	<b>Inside Radio</b> Gene McKay General Manager 800-640-8852 <a href="mailto:genemckay@insideradio.com">genemckay@insideradio.com</a>	N	0
6	<b>Raleigh Media Group</b> Bob Raleigh Owner/CEO 770-757-0646 (P) Bob@raleighmedia.net	N	0
7	<b>FMQB.Com</b> <a href="http://www.fmqb.com">www.fmqb.com</a> Brad Maybe 856-424-9114	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	<b>Radio And Records</b> <a href="http://www.radioandrecords.com">www.radioandrecords.com</a> Cyndee Maxwell	N	0
9	<b>Radio Online</b> <a href="http://www.radioonline.com">www.radioonline.com</a>	N	0
10	<b>National Hispanic Media Coalition</b> 2514 S. Grand Avenue, Los Angeles, CA 90007 213-746-6988	N	0
11	<b>Referrals/Networking</b>	N	2
12	<b>Walk-Ins</b>	N	0
13	<b>Manpower</b> 210 E College St Florence, AL 35630	N	0
14	<b>Dynamic Staffing</b> 1100-B Woodward Ave. Muscle Shoals, AL. 35660	N	2
15	<b>Kelly Services</b> 167 Cox Creek Pkwy Florence, AL 35661	N	0
16	<b>Chamber of Commerce Job Fair</b> <b>Cross Point Church of Christ</b>		0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			11

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship	<p>URBan Radio Internship Program URBan Radio has a long-standing internship program open to college students with a sincere interest in broadcasting. URBan Radio hires interns from a diverse background and a wide variety of educational Institutions within the Tennessee Valley area. These internships are for college credit ONLY.</p> <p>List of College Intern Participants and Schools</p> <p>Summer 2009: Approximately 2 months 1 White Male Student Lee University Programming</p> <p>Fall 2009: Approximately 3 months 1 White Female Student NW Shoals Community College Administration</p>

2	Career Fair	<p>On Monday, 4/28/09 URBan Radio attended the High School Career Fair along with the Chamber of Commerce Job Fair located at Cross Point Church of Christ. This is a community-wide Job Fair, well publicized by URBan Radio and the local Chamber of Commerce. Approximately 500 students attended the event. The staff from URBan Radio collected resumes and interviewed potential candidates for future openings.</p>
		<p>On February 4, 2009 participated in the Shoals Middle School Career Fair &amp; Reality Check at the Northwest-Shoals Community College Patriot Center Over 625 students registered, the staff of URBan Radio had an on-site table and various personnel and donated promos on stations.</p>