

WDCG, WNCB, WRDU, WTKK
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 12/11/2015 Hire Date: 5/16/2016	1-3, 5	1
Account Executive Open Date: 12/11/2015 Hire Date: 2/15/2016	2-5	4
Digital Account Executive Open Date: 5/10/2016 Hire Date: 6/1/2016	2-3, 6	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Employee Referral	N	1
2	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
3	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
4	Indeed.com	N	1
5	Job Board	N	5
6	Linked In	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/25/2016	Participation in other activities designed by the station employment unit	On February 25th, 2016 Mimi Wheeler, WNCB Music Director and On-Air Personality, and Andrea Yarbrough, NSA, hosted a family from Lifepointe Church for a station tour and studio visit. The kids, Izzy and Zach Espoile not only learned how the broadcast studio works, but they also got to record their own segments for Pay it Forward community service promos that ran on the station.	2	WNCB Music Director/MID Personality National Sales Assistant
2	5/23/2016	Establishment of a mentoring program	Brooke Hoover, WDCG Morning Show Co-Host, and Larry Jessup, Promotions Director mentored Shelby Lloyd through our WDCG Morning Show Internship Program, teaching her the programming and promotions skills that led to her being hired part-time on 5/23/16 as a Promotions Coordinator by current Promotions Director, Nathan James.	4	WDCG Morning Show Co-Host Promotions Director (at the time of her internship) Promotions Director (current manager) Promotions Coordinator
3	6/9/2016	Participation in events or programs sponsored by educational institutions	On June 9th, 2016, our SEU's Senior VP of Programming, Chris Edge, was a guest lecturer at Appalachian State University's Kellar Radio Talent Institute (class size: 20 students). The title of his talk was, "What Does a PD Look for in You?", and it focused on giving the class examples of quality on-air talent airchecks and how to build a better aircheck to aid in getting an on-air position in radio. He also gave the class practical interviewing tips (proper appearance, etc.). *Note: Chris Edge's participation in this educational program has resulted in the hiring of 95X's new Music Director and on-air personality, Raina Fin, who is a graduate of Appalachian State and met Chris through the Kellar Radio Talent Institute.	1	Senior VP of Programming

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4	7/11/2016	Establishment of an intern program designed to assist members of the community	Ashley Elam participated in an internship with our stations' Promotions Department that provided her with job experience and networking, which led to her being hired full-time in our Traffic Department (hire date 7/11/16).	3	Traffic Manager Promotions Coordinator (At the time of Ashley's internship) Regional Traffic Director