

**WFQX, WKSI-FM, WMRE, WUSQ-FM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2019 - May 31, 2020**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-6	2

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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	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
2	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	3
3	Northern Virginia Daily 152 N. Holiday Street Strasburg, Virginia 22657 Phone : 800-296-5137 Email : <a href="mailto:news@nvdaily.com">news@nvdaily.com</a> Fax : 1-540-465-5160 J. T.	N	0
4	Radio and Music Pros 25379 Wayne Mills Place Valencia, California 91355 Phone : 661-294-9408 Url : D:\RAMP for Friday May 17 2013.htm Email : <a href="mailto:kcarter@MyDamnChannel.com">kcarter@MyDamnChannel.com</a> Kevin Cater	N	0
5	ShenandoahValleyHelpWanted.Com 11 Abrams Road Central Valley, New York 10917 Phone : 800-365-8630 Url : <a href="https://regionalhelpwanted.com/shenandoah-valley-j">https://regionalhelpwanted.com/shenandoah-valley-j</a> Email : <a href="mailto:dale.mulder@regionalhelpwanted.com">dale.mulder@regionalhelpwanted.com</a> Fax : 1-800-595-2929 Emily Brady	N	0
6	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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<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>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>3</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>
1	7/17/2019	Participation in events sponsored by community groups	Sterling Women of Winchester. A group focused on giving recognition to fellow businesswomen and an opportunity to speak on iHeartMedia's behalf regarding employment opportunities in broadcasting and the different careers one can choose in the broadcasting industry.	1	Senior Account Executive
2	8/15/2019	Participation in events or programs sponsored by educational institutions	Employer Drive-In Conference Recruiting with the Community & Culture of JMU. This was a opportunity for employer to meet up with JMU faculty and student advisers on how to recruit JMU students.	1	Area President
3	10/21/2019	Participation in events sponsored by community groups	Designed to be a hands-on exploration of possible careers, our SEU participated in the Worlds of Work (WoW) Expo managed by Lord Fairfax Community College Career Pathways Consortium, in partnership with Barrett Machine, Inc., Northern Shenandoah Valley Regional Commission, Frederick County Economic Development Authority, and Winchester Economic Development Authority. SEU representatives manned a booth with sizzle reels of iHeartMedia and highlighted different careers opportunities in the radio industry. The SEU also promoted the WoW Expo through on air announcements, mentions during on air shows, and on the SEU's stations websites and social media pages. Over a two day period, WoW! hosts nearly 3,000 seventh grade students from the region. More than 70 businesses showcase equipment, vehicles, and machinery that students climb into, fix, and manipulate.	3	General Sales Manager Account Executive Account Executive
4	10/21/2019	Participation in events or programs sponsored by educational institutions	George Mason University (GMU) Broadcast Management class in Fairfax, VA	1	Area President

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5	3/7/2020	Participation in other activities designed by the station employment unit	Our SEU hosted the iHeartMedia-Winchester Spring EXPO on March 2, 2019 at the Apple Blossom Mall in Winchester, VA. Our SEU organized all logistics of the event, solicited local participating businesses, and participated as a local employer as well. SEU hiring managers were on-site to discuss careers in radio with interested attendees, current employment opportunities, and hand out information and business cards with the iHeartMedia careers website address as well as hiring manager email addresses. The event was heavily promoted by our SEU, including mentions by on-air talent during their shows, commercials aired leading up to the event, banner advertisements on all SEU websites and on station and on-air personality social media pages.	9	Area President Sales Manager Account Executive Account Executive
6	4/23/2020	Provision of training to management	In April, 2020, one of our SEUs Managers took the Value Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Sales Manager