

WDCG, WNCB, WRDU, WTKK
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

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
G105 On Air Personality/Assistant Program Director	1-8, 11-12	1
Region Vice President - Digital	2-3, 5-6, 10, 12	3
Senior Vice President of Programming Raleigh, NC	2-3, 5-6, 9-10, 12	6
Content Mgr/Inventory Mgr	2, 5-6, 10, 12	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Current Employee	N	1
2	DirectEmployers Association, Inc. 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 DirectEmployers Association email:info@us.jobs Manual Posting	N	0
3	Employee Referral	N	3
4	Former Employee	N	1
5	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
6	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	5
7	Internal Candidate	N	2
8	Other Source	N	1
9	Radio Recruitment Ad	N	1
10	School of Communications Howard University 525 Bryant St NW Rm 107 Washington, District of Columbia 20059 Phone : 202-806-5806 Email : cdudley@howard.edu Fax : 1-202-232-8040 Carol Dudley	N	0
11	Station Website	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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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	8/22/2019	Participation in events sponsored by community groups	On Thursday, August 22, 2019 Chesley Waddell, iHeartMedia-Raleigh Marketing Director, conducted a station tour for the home-schooled Carpenter family (Jack – 6th grade & Rhys – 8th grade, and their parents Amanda and Steve). The station tour included the family visiting with the following iHeart-Raleigh employees and getting to learn about the various roles that go into running a radio station: Alison Fanner (Traffic Director), Lon Goldman (General Sales Mgr), Mike Urben (Production), Devon Gailey (Promotions), Carson Blackley (WNCB Programming), and Joe Johnson (WRDU Programming). They toured the broadcast studios, as well as the administrative offices, in order to get a full-picture of the many careers available in radio broadcasting.	7	Marketing Director Regional Traffic Director General Sales Mgr Interim PD & On-Air Host
2	11/15/2019	Participation in events or programs sponsored by educational institutions	On Friday, November 15, 2019, Carson Blackley, WNCB Interim PD and Midday Host/WDCG Early Afternoon Host, spoke at Wilton Elementary School for their annual Career Day. She spoke to four different class rooms (grades 3rd and 4th), telling the students all about her radio broadcasting job, the day-to-day tasks, and the education she needed to pursue her career path.	1	Interim PD & On-air Host
3	5/1/2020	Establishment of a mentoring program	From July 2019-May 2020 the Raleigh SVPP and the iHeartCountry Brand Manager mentored On-Air Personality, Carson Blackley to train her in format programming, music selection & strategy, research, ratings, clocks, and talent management (among other elements of programming); as a result, on May 1, 2020, Carson was promoted to Program Director of WNCB, Raleigh.	2	Program Director Senior Vice President of Programming