

**WCIB, WCOD-FM, WEII, WXTK**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2019 - November 30, 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	1-5	3

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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	Cape Cod Times 319 Main Street Hyannis, Massachusetts 2601 Phone : 508-862-1175 Url : <a href="http://www.capecodonline.com">http://www.capecodonline.com</a> Email : <a href="mailto:classified@capecodonline.com">classified@capecodonline.com</a> Joanne Coyle	N	0
2	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
3	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	1
4	Massachusetts Broadcasters Association 43 Riverside Ave. Medford, Massachusetts 02155 Phone : 800-471-1875 Email : <a href="mailto:info@massbroadcasters.org">info@massbroadcasters.org</a> Jordan Walton	N	0
5	<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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>1</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	1/2/2020	Establishment of a mentoring program	: Since 2017, Providence, RI Market President, Rhonda Lapham mentored both Care Jones and Rick Andrade (Account Executives/Sales Managers). Duties included: one on ones with AE's, reading reports and developing accurate forecasts, creating budgets and performance plans for individual sellers, developing packages and incentive programs for the team. The sessions were weekly, monthly and quarterly depending on the topic. As a result, in February of 2020 they were promoted to Senior VP of Sales for Providence and Cape Cod respectively.	2	Market president Account executive
2	10/13/2020	Provision of training to management	In October 2020 the Cape Cod SEU 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	MP