

**WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 - May 31, 2021**

**I. VACANCY LIST**

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

| <b>Job Title</b>          | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|---------------------------|--|-------------------------------|
| Outside Account Executive | 1-3, 6-7, 9, 12-17   | 9                             |
| Outside Account Executive | 1-13, 15-17  | 4                             |

**WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO**

**EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

**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                | Blue Ridge Community College<br>P O Box 80<br>Weyers Cave, Virginia 24486<br>Phone : 540-234-9261<br>Url : <a href="http://www.brcc.edu/">http://www.brcc.edu/</a><br>Email : <a href="mailto:nicelyt@brcc.edu">nicelyt@brcc.edu</a><br>Tim Nicely   | Y  | 0   |
| 2                | Bridgewater College<br>402 E College St<br>Bridgewater, Virginia 22812<br>Phone : 540-828-5393<br>Url : <a href="http://www.collegecentral.com/bridgewater/">http://www.collegecentral.com/bridgewater/</a><br>Email : <a href="mailto:kharper@bridgewater.edu">kharper@bridgewater.edu</a><br>Kimberly Harper | Y  | 0   |
| 3                | Eastern Mennonite University<br>1200 Park Rd<br>Harrisonburg, Virginia 22802<br>Phone : 540-432-4131<br>Url : <a href="http://www.emu.edu/">http://www.emu.edu/</a><br>Email : <a href="mailto:CareerServices@emu.edu">CareerServices@emu.edu</a><br>Career Services   | Y  | 0   |
| 4                | Employee Referral  | N  | 1   |
| 5                | Glassdoor - Not directly contacted by SEU  | N  | 1   |
| 6                | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a><br>Talent Acquisition Coordinator<br>Manual Posting  | N  | 0   |
| 7                | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting  | N  | 0   |
| 8                | Indeed<br>6433 Champion Grandview Way<br>Austin, Texas<br>Bridgett Knupp<br>Manual Posting   | N  | 0   |

# WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO

## EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 2021

### 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 |
|-----------|---|---|--|
| 9         | Indeed.com - Not Directly Contacted by SEU  | N   | 9  |
| 10        | Linked In<br>1000 W. Maude Avenue<br>Sunnyvale, California 94085<br>Phone : 540-434-1777<br>Url : www.linkedin.com<br>Career Services<br>Manual Posting   | N   | 0  |
| 11        | LinkedIn - Not directly contacted by SEU  | N   | 1  |
| 12        | Mary Baldwin College<br>Rose Marie Sena Center<br>Staunton, Virginia 24402<br>Phone : 540-887-7367<br>Url : http://www.mbc.edu/<br>Email : sirvine@marybaldwin.edu<br>Shelly Irvine   | Y   | 0  |
| 13        | Norfolk State University<br>Career Service 700 Park Ave<br>Norfolk, Virginia 23504<br>Phone : 757-823-8462<br>Url : http://nsu.edu/careerservices/<br>Email : pcopeland@nsu.edu<br>Patricia Copeland  | Y   | 0  |
| 14        | On-Air Radio Announcements<br>207 University Blvd<br>Harrisonburg, Virginia 22801<br>Bridgett Knupp<br>Manual Posting   | N   | 0  |
| 15        | Virginia Employment Commission<br>P O Box 351<br>Harrisonburg, Virginia 22803<br>Phone : 540-434-2513<br>Url : http://www.vec.virginia.gov/harrisonburg<br>Email : Harrisonburg@vec.virginia.gov<br>Taylor Howell                             | Y   | 0  |
| 16        | Virginia Western Community College<br>Career & Placement Services P O Box 14007<br>Roanoke, Virginia 24038<br>Phone : 540-857-7298<br>Url : http://www.virginiawestern.edu/career_center<br>Email : hrapps@virginiawestern.edu<br>Gary Adkins | Y   | 0  |

**WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO**

**EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS<br/>Number</b>                           | <b>RS Information</b>   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|---|--|---|
| 17   | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>12</b>   |

**WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO**

**EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

**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 | 9/15/2020   | Participation in events or programs sponsored by educational institutions | Our program director spoke to the Audio Production class at Penn State Harrisburg about his career in radio and with iHeart.   | 1                                   | program director                   |
| 2 | 12/20/2020  | Establishment of a mentoring program                                      | Mentored Sales Assistant to become stronger in her digital skills throughout 2019 and 2020. Assigned her digital responsibilities to strengthen her skills, provided in-house training, linked her with training with SVP of Digital and had her attend all digital conference calls to strengthen her knowledge. When a DSE job opened, she applied and was promoted 12/30/2020                             | 2                                   | SVPP<br>DSE                        |
| 3 | 2/19/2021   | Participation in Job Fairs  | Our vice president of programming logged on to the job fair and chatted with college students on jobs in Radio and at iHeart.  | 1                                   | market executive VP of programming |
| 4 | 4/12/2021   | Provision of training to management                                       | On April 12, 2021 Our SEU took the Harassment prevention training created in collaboration with Littler, the world's largest labor and employment practice, this course exceeds all state, federal, and EEOC requirements for anti-harassment compliance training. Available in compliant, state-specific versions for California, New York, Connecticut, Delaware, Illinois, Maine, Washington, and Canada. | 1                                   | Market president                   |