

WBCT, WBFX, WKBZ, WMAX-FM, WMRR, WMUS, WOOD, WOOD-FM, WSNX-FM, WSRW-FM, WTKG**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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Sales Account Executive	1-8	6

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EEO PUBLIC FILE REPORT

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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	Baker College of Muskegon 1903 Marquette Muskegon, Michigan 49442 Phone : 231-777-5200 Email : careerresourcecenter@baker.edu Michael Legalley	N	0
2	Direct Employers 9002 N. Purdue Rd Ste 1000 Indianapolis, Indiana 46268 Phone : 1-866-268-6206 Url : http://www.directemployers.org Direct Employers Manual Posting	N	0
3	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
4	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
5	Michigan Works Employment Service 3391 Plainfield Northeast Grand Rapids, Michigan 49505 Phone : 616-336-4460 Email : ktarkington@westmiworks.org Kyle Tarkington	N	0
6	Unknown (source not adequately identified upon inquiry by SEU)	N	1
7	Western Michigan University 1903 W. Michigan Ave Kalamazoo, Michigan 49008 Phone : 269-387-2745 Email : broncojobs@wmich.edu Buffy Nespodzany	N	0

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8	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:			1

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EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/18/2021	Participation in Job Fairs	Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions. Dave talked to GVSU students about potential jobs in broadcast and all the different career paths that iHeart Media has to offer. At the time of the event, we were hiring for a Part Time Board Operator, so he talked about that position Indepth with the students. GVSU promoted the job fair and companies who were attending on their HandShake page.	1	VP of programming
2	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
3	4/12/2021	Provision of training to management	In April 2021, one of our SEU managers took the Valuing 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	SVP of sales
4	4/15/2021	Participation in events or programs sponsored by educational institutions	Sponsored by educational institutions relating to career opportunities in broadcasting, our On air talent talked to high school seniors about careers in broadcast and specifically her journey into becoming an on air personality. Hudsonville promoted the event to all seniors through school announcements.	1	On air talent

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5	5/12/2021	Participation in events or programs sponsored by educational institutions	Our SEU VPS talked to 6-12th grade students from Muskegon County about her career at iHeart along with all the careers iheart has to offer locally and nationally. She answered questions from the students and the teachers about skills to work on, classes to take and different requirements jobs have to be successful. The school sent emails out to the teachers about the virtual future focus day and the presentation will be recorded and put on their website for others to view if they missed it.	2	VPS sales assistant