

WDFN, WJLB, WKQI, WLLZ, WMXD, WNIC
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 Account Executive	1-5, 7, 9-11, 13	3
Outside Account Executive	2, 4-5, 8, 10, 13	8
Sales Support	2, 4-6, 10-11, 13	11
WKQI/Mojo In The Morning On Air/Digital Director	2, 4-5, 9-13	11
Automotive Account Executive	1, 9-11, 13	11

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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	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
2	Direct Employers Association, Inc. 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Email : info@usnlx.com Fax : 1-317-874-9100 Job Board	N	0
3	Employee Referral	N	1
4	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
5	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
6	Indeed.com - Not directly contacted by SEU	N	1
7	LinkedIn - Not directly contacted by SEU	N	1
8	LinkedIn-Not directly contacted by SEU	N	1
9	Radio On-Line 3500 Tripp Avenue Amarillo, Texas 79121-1637 Phone : 806 352-7503 Url : http://www.radioonline.com Email : ronchase@radioonline.com Fax : 1-806-352-3677 Ron Chase	N	0

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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
10	Specs Howard School of Media Arts 19900 W. Nine Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 ext. 8959 Url : www.specshoward.edu Email : bcarey@specshoward.edu Career Sercies	N	0
11	Unknown (source not adequately identified upon inquiry by SEU)	N	5
12	Unknown Referral Source	N	1
13	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:			10

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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	3/10/2021	Participation in Job Fairs	Our SEU participated in the 2021 MAB Foundation Virtual Media Career & Networking Event on March 10th, 2021 which was attended by students and business-minded professionals. Our Director of promotions spoke with potential candidates about jobs in broadcasting and the many different career paths that iHeart Media has to offer as well as the academic credentials required to work in the field. Michigan Association of Broadcasters promoted the job fair and was hosted through Motown Digital. The information about the MAB Foundation Virtual Media Career & Networking Event was widely disseminated and marketed, including distribution to resources with a high volume of minority and women candidates. iHeartMedia ran PSA's on our stations.	2	Director of promotions sales assistant
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	Marketing manager
3	5/6/2021	Provision of training to management	On May 6, 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	President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	5/9/2021	Participation in Job Fairs	Our SEU participated in the 2021 MAB Foundation Virtual Media Career & Networking Event on March 9th, 2021 which was attended by students and business-minded professionals. SEU Director of promotions spoke with potential candidates about jobs in broadcasting and the many different career paths that iHeart Media has to offer as well as the academic credentials required to work in the field. Michigan Association of Broadcasters promoted the job fair and was hosted through Motown Digital. The information about the MAB Foundation Virtual Media Career & Networking Event was widely disseminated and marketed, including distribution to resources with a high volume of minority and women candidates. iHeartMedia ran PSA's on our stations.	2	Director of promotions sales assistant