WARF, WHLO, WHOF, WKDD, WRQK-FM
EEO PUBLIC FILE REPORT
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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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	10/6/2020	Provision of training to management	Michelle Todd took part in a training session provided by Broadcast1Source. Trainer was Terrie Gura. Training included: Managing recruiting source details, including Prong 2 status Creating job vacancy notices and notifying to select sources Recording interview details for accurate referral identification Tracking Prong 3 (initiative) points Running EEO reports Conducting and recording Self Audits	1	Finance Specialist
2	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	program director
3	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	SVP of Programming