

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2020 - July 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
Account Executive	1-9	8

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : alyson@nakatv.com Fax : 1-704-395-9698 Alyson Young	N	0
2	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Email : naacp@charlottenaacp.com Career Services	N	0
3	Davidson College 705 Griffith Street Davidson, North Carolina 28026 Phone : 704-894-2000 Email : rimichaels@davidson.edu Fax : 1-704-894-2638 Karen Martin	N	0
4	Employment Security Commission 7140 Forest Point Blvd, Suite A Charlotte, North Carolina 28217 Phone : 704-565-6865 Email : esc.jobs.charlottecentral@nccommerce.com Career Services	N	0
5	Goodwill Industries International 2122 Freedom Drive Charlotte, North Carolina 28208 Phone : 704-372-3434 Fax : 1-704-372-3228 Career Services	N	0
6	Queens College 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Email : careerprograms@queens.edu Fax : 1-704-337-2241 Tes Asfaw	N	0

WEND, WHQC, WKKT, WLKO, WRFX**EEO PUBLIC FILE REPORT****August 1, 2020 - July 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
7	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-687-0795 Email : career@uncc.edu Angela Price	N	0
8	Unknown (source not adequately identified upon inquiry by SEU)	N	1
9	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

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/29/2020	Participation in events sponsored by community groups	Our SEU participated in the SharpHeels career virtual summit in Charlotte, NC. Our SEU participant was our AE of business development. This summit was an educational event designed to engage and empower professionals with the passion for advancing careers. This virtual event was spent with professionals to hear local executives and career experts discuss their company opportunities, career planning, leadership and enhanced executive presence.	1	AE of business development
2	11/13/2020	Participation in events or programs sponsored by educational institutions	Our SEU participated in the UNCC virtual Fair, CreativeCONNECT in Charlotte, NC. The SU participants were the market president and VP of Sales. The participants met with the students virtually and separately during the 2-hour fair by video to discuss all career opportunities in the radio industry.	2	Market president VP of Sales
3	12/7/2020	Provision of training to management	In December 2020 our SEU took the Harassment Prevention: A Commonsense Approach for Managers Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	executive assistant

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	2/26/2021	Participation in events or programs sponsored by educational institutions	Our SEU participated in the STOP DROP and STEM virtual session held in Cabarrus County, NC. Our SEU participant was our production director. He was virtual with 4 heads of the STEM program from each Cabarrus County School on LIVE and students were watching and would submit questions via the teachers. He presented during the session how to create radio commercials, jingles, radio programming and how his training and experience helped him be successful in the radio industry. Encouraging students to further their education and gave them knowledge of a career in the broadcasting field.	1	Program director
5	3/23/2021	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Liberty University Spring 2021 Virtual all major career fair. The SEU participants included the market president, 2 SVP of sales managers and the VP of sales manager. Each participant met with students virtually and separately during the 3-hour fair by video to discuss future careers in the radio industry and answer any of their questions.	4	Market president Sr. VP of Sales Sr. VP Of Sales VP of sales
6	3/23/2021	Participation in events sponsored by community groups	Our SEU participated in the JA Ignite career exploration fair in Charlotte, NC. This virtual event allowed the SEU to set up virtual booth with live videos and available employment opportunities. The market president and EA/local EEO coordinator created videos and attended the live Q&A session. This event allowed communication with middle and high school students interested in exploring a future career in broadcasting and the radio industry.	2	Market president Local EEO coordinator

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	5/3/2021	Participation in events sponsored by community groups	Our SEU participated in the Seacrest studios virtual field trip in Charlotte, NC. The SEU participants included the Market President, SVP of programming, production director, and EA/Local EEO coordinator. The participants met with current and past interns virtually discussing all the opportunities available in the radio industry and answering all questions live.	4	Market president Sr. SVP of programming Program Director EA/local EEO coordinator
8	6/23/2021	Participation in events sponsored by community groups	Our SEU hosted the Charlotte Youth Broadcasting Camp attendees. This camp is a national specialty broadcasting camp for middle and high school children. Our SEU's participants in hosting was the Market President, EA/EEO Coordinator, and Production Director. They all spoke to attendees about sales, radio programming, promotions, making commercials, and the training and experience it takes to be successful in the radio industry. This visit encouraged the children to further their education and gave them knowledge of a career in the radio broadcasting field.	3	Market president EA/EEO Coordinator Program Director
9	6/25/2021	Provision of training to management	In June 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
10	7/22/2021	Participation in events sponsored by community groups	Our SEU hosted the Seacrest Studios Interns for an onsite tour. Our SEU's participants in hosting was the Market President, EA/EEO Coordinator, and Production Director. They spoke to attendees about sales, radio programming, promotions, making commercials, and the training and experience it takes to be successful in the radio industry.	3	Market president EA/EEO Coordinator Program Director