

WBZY, WGST, WRDA, WRDG, WUBL, WWPW
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 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	1-16, 18-20, 22	5
Outside Account Executive	1-16, 18-20, 22	12
Outside Account Executive	1-16, 18-20, 22	9
Outside Account Executive	1-16, 18-20, 22	16
Outside Account Executive	1-16, 18-20, 22	5
Outside Account Executive	1-16, 18-20, 22	4
Outside Account Executive	1-16, 18-20, 22	15
Outside Account Executive	1-16, 18-20, 22	14
Outside Account Executive	1-16, 18-20, 22	15
Outside Account Executive	1-16, 18-20, 22	11
Vice President, Sales - Atlanta	1-3, 7-9, 17, 20-22	21

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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 Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-8058 Email : jdenver@allaccess.com Joel Denver	N	0
2	Atlanta University Center Consortium Career Planning & Placement Office 156 Mildred Street Atlanta, Georgia 30314 Phone : 404-978-2181 Email : campusrecruiting@aucenter.edu Carolyn Rhodes	N	0
3	Clark Atlanta University Job Placement Office 223 James P. Brawley Dr SW Atlanta, Georgia 30314 Phone : 404-880-6701 Email : cppc@cau.edu Andre McKinney	N	0
4	Corporate Recruiter	N	1
5	Employee Referral	N	4
6	Employment Agency - Not directly contacted by SEU	N	1
7	GA Assn of Broadcasters 8010 Roswell Rd #260 Dunwoody, Georgia 30350 Email : bhoughton@gab.org Bob Houghton	N	0
8	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
9	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	3

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10	Indeed 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	0
11	Indeed.com - Not Directly Contacted by SEU	N	5
12	Internal Candidate	N	1
13	Internal Posting 1819 Peachtree Road NE Suite 700 Atlanta, Georgia 30309 Phone : 404-875-8080 Melissa Berry Manual Posting	N	0
14	Internet Ad - Not directly contacted by SEU	N	1
15	Linked In	N	7
16	LinkedIn - Not directly contacted by SEU	N	2
17	Metro Atlanta Chamber 191 Peachtree Street N.E. Suite 3400 Atlanta, Georgia 30303 Email : jmasters@macoc.com Jon Masters	N	0
18	Non-Employee Referral	N	1
19	Station Website Posting (navigation link to corporate careers website)	N	1
20	University of Georgia UGA Career Center 2nd floor, Clark Howell Hal Athens, Georgia 30602-3332 Phone : 1-706-542-8431 Email : career@uga.edu Debi Grayson	N	0
21	Unknown (source not adequately identified upon inquiry by SEU)	N	1
22	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

WBZY, WGST, WRDA, WRDG, WUBL, WWPW**EEO PUBLIC FILE REPORT****December 1, 2020 - November 30, 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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

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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	4/1/2021	Establishment of training programs for station personnel	As of April 1, 2021, a mentoring program to foster career development for new account executives has been established. Senior Account Executives work together with new employees to help them gain knowledge to further their career. Detailed insight into processes and account development are shared so new account executives can grow into leadership positions. In addition, they have received Nielsen and SEO training.	8	SVPS SVPS SVPS SVPS
2	5/20/2021	Participation in other activities designed by the station employment unit	Attended the ATL "Senior" Media & Education Leadership luncheon with NABOB. Our senior vice president of Multi-cultural Sales presented. Hired a VPS who was in attendance at the luncheon. Further discussed opportunities within iHM Atlanta.	2	Market President Senior Vice President of Multicultural Sales
3	10/2/2021	Participation in events or programs sponsored by educational institutions	The SEU had an event at Georgia Tech where the SEU provided overview of the broadcast opportunities available. Our station participant discussed careers in radio with interested attendees.	1	On air talent
4	10/7/2021	Participation in events sponsored by organizations representing the community	SEU employee discusses career opportunities at iHM.? Presentation was given to members of the Metro Area Chamber of Commerce Presentation discussing the career opportunities available at IHM.	2	Market president SVPP
5	10/19/2021	Participation in job banks, internet programs and other programs designed to promote outreach	SEU employee discusses career opportunities at iHM. Presentation was given to members of the Hope Global Forum discussing the career opportunities available at IHM. Participants included 300k online and 1500 in person.	3	Market president

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6	10/21/2021	Provision of training to management	In October 2021, our SEU's vice president 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	Vice President
7	11/5/2021	Participation in events or programs sponsored by educational institutions	The SEU sponsored guests to come in the studio to observe the job characteristics of the on-air staff. The SEU provided overview of the broadcast opportunities available.	1	On air talent