

WAAX, WDXB, WERC, WERC-FM, WGMZ, WMJJ, WQEN
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
Digital Sales	1-14, 16-18	7
Digital Sales	1-14, 16-18	5
General Sales Manager	1-3, 6-8, 11, 14-15, 18	7
Sales Account Executive	1-3, 5, 8, 11, 14-15, 18	5
Digital Account Executive	1-3, 5-9, 11-12, 14-15, 18	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ABA Job Bank 2180 Parkway Lake Drive Birmingham, Alabama 35244 Phone : 205.979.1690 Url : www.al-ba.com Email : lrice@al-ba.com Lesa Rice	N	0
2	AlabamaWorks 649 Monroe Street, Room 2804 Montgomery, Alabama 36131 Phone : 334-242-0029 Email : helpdesk@alabamaworks.alabama.gov Fax : 1-334-242-0029 AlabamaWorks Customer Support	N	0
3	All Access 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310.457.6616 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
4	Birmingham Southern College 900 Arkadelphia Road Birmingham, Alabama 35254 Phone : 205.226.4719 Michael Lebeau Manual Posting	N	0
5	Employee Referral	N	5
6	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

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7	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
8	Lawson State Community College 1100 9th Avenue SW Bessemer, Alabama 35022 Phone : 205.929.3514 Email : dwaluyn@lawsonstate.edu Dorian Waluyn	N	0
9	LinkedIn - Not directly contacted by SEU	N	4
10	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205.929.1404 Email : gbrown_wade@miles.edu Glenda Brown-Wade	N	0
11	Samford Career Development Center 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205-726-2578 Url : www.SamfordBulldogs.org Email : career@samford.edu Career Services	N	0
12	Station On-Air Announcements (1 or more SEU stations) 600 Beacon Parkway West Birmingham, Alabama 35209 Phone : 205-439-8442 Cyndi Lees Manual Posting	N	0
13	Station Websites (1 or more SEU stations) (navigation link to corporate careers website) 600 Beacon Parkway West Birmingham, Alabama 35209 Phone : 205-439-9600 Camille Hantla Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Stillman College P.O. Box 1430 Tuscaloosa, Alabama 35403 Phone : 205.366.8894 Email : jcurrie@stillman.edu Jacqueline Curry	N	0
15	University of Montevallo Career Center 75 College Drive Montevallo, Alabama 35115 Phone : 205.665.6262 Email : jmusselw@montevallo.edu Career Services	N	0
16	Unknown (source not adequately identified upon inquiry by SEU)	N	1
17	Walk-In / Self Referral 600 Beacon Parkway West Birmingham, Alabama Windy Hobbs Manual Posting	N	0
18	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:			13

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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	12/11/2020	Provision of training to management	In December 2020, our SEU's SR. Vice President took the Harassment Prevention training course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment as well as other forms of harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	Sr Vice President
2	4/5/2021	Participation in Job Fairs	On April 5, 2021, our SEU participated in the Alabama Broadcasters Association job fair. Our Area Senior Vice President of Sales answered questions and accepted resumes from prospective applicants that were interested in careers in the broadcasting industry.	1	Area SVPS
3	9/29/2021	Participation in events or programs sponsored by educational institutions	On September 29, 2021, our Vice President of Digital Sales served as a guest speaker at a Digital Marketing class at the Harbert College of Business at Auburn University. Our Vice President of Digital Sales spoke with students about career opportunities in broadcasting.	1	VP of digital sales
4	10/15/2021	Provision of training to management	In October 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	Sr Vice President