

**WDXB, WERC, WERC-FM, WMJJ, WQEN, WAAX, WGMZ****EEO PUBLIC FILE REPORT****December 1, 2016 - November 30, 2017****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>               | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--------------------------------|--|-------------------------------|
| Senior Vice President of Sales | 1-3, 5-6, 8-11, 14   | 14                            |
| General Sales Manager          | 1-3, 5-12, 14  | 7                             |
| Sales Support                  | 1-14   | 12                            |
| Outside Account Executive      | 1-3, 5-11  | 7                             |

# WDXB, WERC, WERC-FM, WMJJ, WQEN, WAAX, WGMZ

## EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

### 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         | ABA Job Bank<br>2180 Parkway Lake Drive<br>Birmingham, Alabama 35244<br>Phone : 205.979.1690<br>Url : www.al-ba.com<br>Email : lrice@al-ba.com<br>Lesa Rice   | N   | 0  |
| 2         | Alabama Joblink<br>649 Monroe Street, Room 2804<br>Montgomery, Alabama 36131<br>Phone : 334-242-0029<br>Email : joblink@joblink.alabama.gov<br>Fax : 1-334-242-0029<br>Alabama Joblink Customer Support | N   | 0  |
| 3         | Birmingham Southern College<br>900 Arkadelphia Road<br>Birmingham, Alabama 35254<br>Phone : 205.226.4719<br>Email : mlebeau@bsc.edu<br>Michael Lebeau   | N   | 0  |
| 4         | DirectEmployers Association<br>9002 N. Purdue Road, Ste 100<br>Indianapolis, Indiana 46268<br>Phone : 317-874-9055<br>AJ Selvey<br>Manual Posting   | N   | 0  |
| 5         | iHeartMedia.jobs<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : http://www.iheartmedia.jobs<br>Talent Acquisition Coordinator<br>Manual Posting                   | N   | 0  |
| 6         | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : http://www.iheartmediacareers.com<br>Talent Acquisition Coordinator<br>Manual Posting       | N   | 0  |
| 7         | Indeed.com - Not Directly Contacted by SEU  | N   | 5  |

# WDXB, WERC, WERC-FM, WMJJ, WQEN, WAAX, WGMZ

## EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

### 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 |
|--|---|---|--|
| 8  | Lawson State Community College<br>1100 9th Avenue SW<br>Bessemer, Alabama 35022<br>Phone : 205.929.3514<br>Email : dwaluyn@lawsonstate.edu<br>Dorian Waluyn                                       | N   | 0  |
| 9  | Miles College<br>5500 Myron Massey Blvd<br>Fairfield, Alabama 35064<br>Phone : 205.929.1404<br>Email : gbrown_wade@miles.edu<br>Glenda Brown-Wade   | N   | 0  |
| 10   | Samford Career Development Center<br>800 Lakeshore Drive<br>Birmingham, Alabama 35229<br>Phone : 205-726-2578<br>Url : www.SamfordBulldogs.org<br>Email : heaveret@samford.edu<br>Heather Averett | N   | 0  |
| 11   | Stillman College<br>P.O. Box 1430<br>Tuscaloosa, Alabama 35403<br>Phone : 205.366.8894<br>Email : jcurrie@stillman.edu<br>Jacqueline Curry  | N   | 0  |
| 12   | Walk In/Self-Referral   | N   | 2  |
| 13   | Walk-In / Self Referral<br>600 Beacon Parkway West<br>Birmingham, Alabama<br>Windy Hobbs<br>Manual Posting  | N   | 0  |
| 14   | Word of Mouth Referral<br>600 Beacon Parkway West<br>Birmingham, Alabama<br>Phone : 205-439-8132<br>Windy Hobbs<br>Manual Posting   | N   | 1  |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |   | <b>8</b>   |

# WDXB, WERC, WERC-FM, WMJJ, WQEN, WAAX, WGMZ

## EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

### III. RECRUITMENT INITIATIVES

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                    | <b>Brief Description Of Activity</b>   | <b>No. of Stations Participants</b> | <b>Participant Title</b> |
|---|-------------|---|--|-------------------------------------|--------------------------|
| 1 | 1/24/2017   | Participation in events or programs sponsored by educational institutions | On January 24, 2017, WERC Morning News Anchor participated in the Leeds High School Career Day, speaking to 4 different groups of 15-20 students about Radio and Broadcasting as a career.   | 1                                   | News Anchor              |
| 2 | 3/2/2017    | Participation in Job Fairs  | On March 2, 2017, Marketing Director attended The Samford University Job & Internship Fair handing out station and job opening information, along with answering any questions regarding the radio and broadcasting industry and our company.  | 1                                   | Marketing Director       |
| 3 | 3/31/2017   | Participation in events or programs sponsored by educational institutions | On March 31, 2017, Marketing Director gave a station tour and presentation to 15 students from the University of Alabama studying public relations, advertising, communication studies, journalism and marketing as part of the universities' Industry Immersion program. Topics covered during tour and presentation were the culture of iHeartMedia, types of work available, points of pride and suggestions for students who may wish to join the staff. | 1                                   | Marketing Director       |
| 4 | 4/10/2017   | Participation in events or programs sponsored by educational institutions | On April 10, 2017, Account Executive attended the University of North Alabama College of Arts and Science "Arts Talk Event". She was a speaker on the panel of alumni with the topic of "Planning for Success" and discussed how to take advantage of your time in college, networking, interviewing, job searching, etc. and answering broadcast career related questions.  | 1                                   | Account Executive        |
| 5 | 5/15/2017   | Participation in events or programs sponsored by educational institutions | On May 15, 2017, Marketing Director hosted a student from the University of Alabama majoring in Marketing/Public Relations. The student was given a tour and allowed to shadow Marketing Director between 10:00am-12:00pm to learn the inner workings of our marketing department.   | 1                                   | Marketing Director       |

# WDXB, WERC, WERC-FM, WMJJ, WQEN, WAAX, WGMZ

## EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

### III. RECRUITMENT INITIATIVES

|    | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>  | <b>Brief Description Of Activity</b>   | <b>No. of Stations Participants</b> | <b>Participant Title</b> |
|----|-------------|---|--|-------------------------------------|--------------------------|
| 6  | 6/13/2017   | Participation in events sponsored by community groups   | On June 13, 2017, VP of Sales hosted a student from Alabama State University and gave tour of station facilities and spoke to her about career opportunities and the media and broadcasting industry.  | 1                                   | VP of Sales              |
| 7  | 8/30/2017   | Participation in events or programs sponsored by educational institutions                     | On August 30, 2017, WERC Program Director attended the Lawson State Community College (Bessemer Campus) Fall Industry Led Workshop, covering the topic of proper interviewing skills and their importance.   | 1                                   | Program Director         |
| 8  | 9/15/2017   | Provision of training to personnel of unaffiliated non-profit organizations                   | On September 15, 2017, Senior Account Executive hosted mentor and a student from The Horizons School (school that educates and prepares young adults with learning disabilities the tools and skills to live and work independently). The student was given a tour of the studios and AE spent couple of hours with him talking about radio sales and the industry in general. | 1                                   | Account Executive        |
| 9  | 10/19/2017  | Participation in events or programs sponsored by educational institutions                     | On October 16, 2017, VP of Sales spoke with the Western Kentucky University Broadcast Commercial Sales class and discussed what it takes to be successful in media sales.  | 1                                   | VP of Sales              |
| 10 | 11/7/2017   | Participation in events sponsored by community groups   | On November 7, 2017, WERC Executive Producer attended the Cullman Area Chamber of Commerce 2017 Career Awareness Fair and ushered 30 students through the fair and discussed with them the opportunities and ins and outs of the radio industry.   | 1                                   | Executive Producer       |
| 11 | 11/21/2017  | Participation in job banks, internet programs and other programs designed to promote outreach | VP of Sales is serving as a Mentor for Birmingham American Marketing Association. On November 21, 2017 she hosted a senior student from UAB, giving her a tour of the facilities and discussed her career aspirations and what we have to offer here at iHeart.  | 1                                   | VP of Sales              |