

WBZY, WGST, WRDA, WRDG, WUBL, WWPW
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Finance Specialist	1, 3-4, 7-13, 15, 18-20	12
On-air Talent	1, 3-13, 18-20	5
On-air Talent	1, 3-13, 18-20	6
Sales Assistant - Bilingual	1, 3-4, 6-13, 17-20	6
Outside Account Executive	1, 3-5, 7, 9-14, 19-20	5
Associate Account Executive	1-4, 7, 9-13, 19-20	11
Financial Analyst	1, 3-4, 7, 9-13, 15-16, 19-20	16
Sales Support	1, 3-4, 7, 9-13, 15, 19-20	15
Outside Account Executive	1, 3-4, 7, 9-13, 19-20	12

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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	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-8058 Email : jdenver@allaccess.com Joel Denver	N	0
2	Application already on file	N	1
3	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
4	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
5	Did not indicate (Source Unknown)	N	7
6	Employee Referral	N	2
7	GA Assn of Broadcasters 8010 Roswell Rd #260 Dunwoody, Georgia 30350 Email : bhoughton@gab.org Bob Houghton	N	0
8	GA Inst of Technology Alumni Placement Office 225 North Ave NW Atlanta, Georgia 30332 Phone : 404-894-2550 Email : caroline.player@alumni.gatech.edu Caroline Player	N	0
9	Georgia Department of Labor 2943 N Druid Hills Road Atlanta, Georgia 30329 Phone : 404-486-8037 Email : Fred.Meller@gdol.ga.gov Fred Meller	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
10	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
11	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	5
12	Indeed 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	7
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	6
16	Recruiter	N	1
17	Station Website Posting (One or More SEU Stations)	N	1
18	Station Websites (One or more SEU Stations) 1819 Peachtree Road NE Suite 700 Atlanta, Georgia 30309 Phone : 404-875-8080 Melissa Berry 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
19	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
20	Urban League of Greater Atlanta 229 Peachtree Street Suite 300 Atlanta, Georgia 30303 Phone : 404-659-6585 Email : ARoberson@ULGATL.org Africa Roberson	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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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	3/2/2017	Hosting of Job Fair	Station conducted a cattle call for several sales positions - Inside and Outside Sales. Calls were made to candidates who had applied for the open positions. If the candidates were interested in an interview, they were encouraged to arrive between the hours of 4p and 7p to be interview by one or more of our sales management team.	4	RSVPS GSM GSM GSM
2	6/7/2017	Participation in Job Fairs	Our SEU participated in the Diversity Employment Day Career Fair - Getting America Back to Work in 2017 held at the Ramada Plaza Atlanta Downtown Capitol Park from 11am to 3pm. Station participant was our Executive Assistant who has hiring authority discussed careers in radio with attendees, accepted resumes, discussed employment opportunities, and handed out iHeartMedia information packets.	1	Executive Assistant
3	10/26/2017	Participation in events or programs sponsored by educational institutions	iHeartMedia hosted the student members of University of West Georgia of NBS-AERho, the National Electronic Media Association. During this time, the students met with individuals from various departments to include programming, promotions, digital, and sales.	7	Promotions Director Program Director Digital Program Director Outside Account Executive
4	11/27/2017	Participation in events or programs sponsored by educational institutions	Our Board-Op/On-air Talent participated in the University of West Georgia's Department of Mass Communications' "Life After Change" panel of students. This event connects successful communications professionals with current University of West Georgia students and celebrate professional and academic success. He discussed his story of challenges and successes in the radio industry, along with careers in the radio business and IHeartMedia in particular. There were around 140-150 students in attendance.	1	BoardOp/On-air Talent