

**WBHP, WDRM, WHOS, WQRV, WTAK-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Program Director	1-3, 5-8, 11-15	8
Promotions Director	1-9, 11-15	9
Digital Content Director	1-3, 5-8, 10-15	10

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	ALABAMA STATE UNIVERSITY OFFICE OF COMMUNICATIONS PO BOX 271 MONTGOMERY, Alabama 36101 JOHN KNIGHT Manual Posting	N	0
2	COLUMBIA COLLEGE 600 SOUTH MICHIGAN AVE CHICAGO, Illinois 60605 MATTHEW GREEN Manual Posting	N	0
3	COMMUNITY ACTION AGENCY PO BOX 3975 HUNTSVILLE, Alabama 35810 DELORES MASTIN Manual Posting	N	0
4	Current Employee	N	1
5	DISABILITY STAFFING SERVICES LLC PO BOX 22101 HUNTSVILLE, Alabama 35814 Phone : (866)461-4413 RENEE SCRUGGS Manual Posting	N	0
6	FISK UNIVERSITY 1000 17TH AVE NORTH CAREER PLANNING / BOX 4 NASHVILLE, Tennessee 37208 YOLANDA LEWIS Manual Posting	N	0
7	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
8	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	1
9	Indeed.com - Not Directly Contacted by SEU	N	1

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10	Internal Transfer/Promotion	N	1
11	JC CALHOUN COMMUNITY COLLEGE HUMAN RESOURCES PO BOX 2216 DECATUR, Alabama 35609 DONNA PRESNELL Manual Posting	N	0
12	OAKWOOD COLLEGE CAREER SERVICES 7000 ADVENTIST BLVD HUNTSVILLE, Alabama 35896 CYNTHIA DOUGLAS Manual Posting	N	0
13	SPEAKIN' OUT NEWS RECRUITMENT ADVERTISING PO BOX 2826 HUNTSVILLE, Alabama 35804 JEMEANA SMOTHERS Manual Posting	N	0
14	United Negro College Fund PO Box 150 Huntsville, Alabama 35896 Jan Ross Manual Posting	N	0
15	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</b>

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### 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	2/22/2018	Participation in Job Fairs	Attended Alabama A&M Career Fair	1	Sr VP of Programming
2	3/27/2018	Participation in events or programs sponsored by educational institutions	UAH Job Shadow. The SEU hosted a UAH marketing student. The student met with the WDRM morning show co-hosts, an account executive, the production director, business manager, Sr VP of Programming, and Market President. Through the visits the student learned how the various components of the organization contribute to its overall success. Topics were discussed including how the individual hosts began their radio careers and opportunities for advancement in the radio industry.	7	Market President Sr VP of Programming Morning Show Co-host Morning Show Co-host
3	3/30/2018	Participation in events or programs sponsored by educational institutions	The Sr VP/Programming met with a Masters Degree student studying marketing, from the University of Alabama in Huntsville. They discussed radio broadcasting as an industry and how iHeartmedia and our local stations fit in the model. As a followup to the visit the student listened to our stations and took notes on what she heard, and discussed her observations and how they related to what she learned during the on site visit.	1	Sr VP Programming
4	6/29/2018	Provision of training to management	Through iHeartMedia's online training center, several station directors participated in a "Preventing Sexual Harassment for Managers" training session.	5	Market President Sr VP for Programming Program Director Digital Content Director
5	9/14/2018	Establishment of training programs for station personnel	Through iHeartMedia's online training center, several directors at the SEU participated in an "Introduction to Managing at iHeartMedia" training session, which helped provide skills to prepare them for management and/or higher-level positions.	3	Promotions Director Program Director Digital Content Director

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6	9/17/2018	Participation in events or programs sponsored by educational institutions	University of Alabama in Huntsville College of Business panel discussion. Our employee attended a Q&A session and spoke to a group of Freshmen who are in the College of Business. She was able to share her role and the opportunities as a media consultant for iHeart Media.	1	Account Executive
7	10/10/2018	Participation in Job Fairs	Attended Career Day on Alabama A&M campus during their fall Career Week.	1	Sr VP of Programming
8	11/30/2018	Establishment of training programs for station personnel	Through iHeartMedia's online training center, several Account Executives participated in training sessions in April, May and August 2018 centering around automotive sales, including "Dealer Website Analysis" and "AUTOFLYTE Insights," which helped provide skills to prepare them for sales management positions and higher.	7	Account Executive Account Executive Account Executive Account Executive