

WMAG, WMKS, WPTI, WTQR, WVBZ
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

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
Account Executive	1-7, 9-14, 17-26, 29-32	13
Sales Support	2, 4-7, 10-14, 17-26, 29-32	13
Account Executive	1-2, 4-8, 10-32	13
Account Executive	2, 4-6, 10-14, 16-26, 29-32	12

WMAG, WMKS, WPTI, WTQR, WVBZ**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Advanced Personnel Resources Inc 701 Green Valley Road Suite 210 Greensboro, Nebraska 27408 Phone : 336-272-7720 Url : www.aprinc.com Email : alli@aprinc.com Alli Mayfield	N	0
2	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/africanorthamericai Email : sharris@radio-one.com Fax : 1-202-342-6667 Career Services	N	0
3	African American Student Affairs (NC State) 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Phone : (919) 515-3835 Email : Tracey_Ray@ncsu.edu Fax : 1-919-515-8078 Tracey Ray	N	0
4	Appalachian State University John E. Thomas Hall Boone, North Carolina 28608 Phone : 828-262-2180 Url : www.career@appstate.edu Email : careerdevent@appstate.edu Fax : 1-828-262-2834 Career Services	N	0
5	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services	N	0
6	Chicanos Por La Causa 200 N. Stone Tucson, Arizona 85705 Phone : 520-882-0018 Fax : 1-602-256-2740 Career Services	N	0

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7	Elon University McEwen Comm, Room 109, 2850 Campus Box Elon, North Carolina Phone : 336-278-5869 Email : rwade2@elon.edu Ross Wade, MS	N	0
8	Employee Referral	N	2
9	Employment Security Commission 2005-B South Elm-Eugene St Greensboro, North Carolina Email : esc.employmentservice@ncmail.net Anne G. Lasley	N	0
10	Guilford Technical Community College P. O. Box 309 Jamestown, North Carolina Email : careers@gtcc.edu Guilford Technical Community College	N	0
11	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
12	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	2
13	Indeed.com - Not Directly Contacted by SEU	N	6
14	Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Phone : 800-640-8852 Email : ads@insideradio.com Fax : 1-404-965-4131 Gene McKay	N	0
15	Internal Posting	N	1
16	LinkedIn / Word of Mouth	N	2

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17	N. C. Association of Broadcasters P. O. Box 627 Raleigh, North Carolina Phone : 919-21-7300 Email : info@ncbroadcast.com N. C. Association of Broadcasters	N	0
18	NAACP (National Assoc. for Advancement of Colored People) 1490 Jefferson Avenue Buffalo, New York Phone : 716-884-7242 or home 716- Email : naacp@apollo3.com Fax : 1-716-884-7243 Frank Mesiah	N	0
19	National Assoc. of Hispanic Journalist 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7144 Fax : 1-202-662-7144 Kahthleen McHugh	N	0
20	National Association of Farm Broadcasters PO Box 500 Platte City, Missouri 64079 Phone : 816-431-4032 Url : nafb.com Email : rosemarie@nafb.com Fax : 1-816-431-4087 Rose Marie Lawrence	N	0
21	National Association of Hispanic Journalists 1000 National Press Building 529 14th Street NW Washington, District of Columbia 20045-2001 Phone : 202.662.7168 Url : www.jahj.org Email : jobbank@nahj.org Fax : 1-202-662-7144 Kevin Olivas	N	0

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22	National Urban League Black Executive Exchange Program 120 Wall Street, 8th floor New York, New York Phone : 212-558-5403 Email : dwest@nul.org Fax : 1-212-558-5497 Dale West	N	0
23	NATPE (National Association of Television Program Executives) 5757 Wilshire Boulevard, Penthouse 10 Los Angeles, California Phone : 310-453-4440 Url : http://www.natpe.org Fax : 1-310-453-5258 Career Service	N	0
24	NC A&T State University 1601 E. Market Street 101 Murphy Hall Greensboro, North Carolina 27411 Phone : 336-334-7755 Email : ocs@ncat.edu Fax : 1-336-334-7018 Career Services	N	0
25	University of North Carolina – Chapel Hill University Career Services, CB 5140 Chapel Hill, North Carolina Phone : 919-962-2197 Email : ucs@unc.edu Fax : 1-919-962-2197 Wendy P. and Dean E.	N	0
26	University of North Carolina – Greensboro Broadcasting/Cinema Division Greensboro, North Carolina Fax : 1-336-334-5039 Mr. Frank Donaldson	N	0
27	Unknown (source not adequately identified upon inquiry by SEU)	N	1
28	Walk In	N	1

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29	Weaver Education Center 300 S. Spring Street Greensboro, North Carolina Phone : 336-370-8282 Email : crenshm@gcsnc.com Fax : 1-336-370-8287 Michael Crenshaw	N	0
30	Winston-Salem University 601 MLK Jr. Drive 301 Thompson Student Services Center Winston-Salem, North Carolina 27110 Phone : 336-750-3240 Email : careerssvcs@wssu.edu Fax : 1-336-750-3260 Career Services	N	0
31	Women's Resource Center 628 Summit Ave Greensboro, North Carolina 27405 Phone : 336.275.6090 Url : www.womenscentergso.org Email : lucy@womenscentergso.org Lucy Wellmaker	N	0
32	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/1/2018	Establishment of a mentoring program	A Promotions Tech in our SEU worked closely under, and was mentored by, our WMAG On-Air Personality. The Promotions Tech was taught how to assist with production, how to operate the board, how to maintain social media posts, etc. She was provided the knowledge to improve her skills in various areas of broadcast operations to further her broadcast career. This mentoring program continued from August 2018 to January 2019.	2	On-Air Personality Promotion Tech
2	2/21/2019	Participation in events sponsored by community groups	Our SEU hosted 12 students from the Career Center (Winston Salem) for a tour of our facility. Station participants gave the group a “behind-the-scenes” look at our radio stations and answered questions.	2	Digital Coordinator Program Director
3	3/1/2019	Participation in events sponsored by community groups	Our SEU participated in Jamestown Middle School’s Career Day. Station participants included our Program Director, who gave a presentation on careers in radio.	1	Program Director

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4	6/20/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in General Greene Elementary School's Career Day for 281 3rd to 5th grade students. Station participants included our Promotions Director and On-Air Personality, who shared information about working at iHeart and what skills it takes to work in their roles.	1	On-Air Personality Promotions Director
5	6/25/2019	Participation in Job Fairs	Our SEU participated in the Greensboro Career Fair hosted by Coast-to-Coast Career Fairs in Greensboro, NC. Station participants included our General Sales Manager, who discussed careers in radio with attendees, accepted resumes, and handed out iHeartMedia information packets.	1	GSM
6	7/19/2019	Provision of training to management	SEU General Sales Manager took the Value 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	GSM