

WDCG, WNCB, WRDU, WTKK
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sr. Account Executive	1-2, 4-5, 8-9	8
Sr. Account Executive	1-2, 4-5, 8-9	5
Sr. Account Executive	1-2, 4-5, 8-9	5
Account Executive	1, 4-5, 8-9	8
Account Executive	1-2, 4-6, 9	2
Program Director/On Air Personality	1, 3-5, 7, 9	7
Sales Manager	1, 4-5, 9	4
Account Executive	1, 4-5, 9	5
Sales Assistant	1, 4-6, 9	6
iHeartMedia Raleigh Marketing Director	1-2, 4-6, 9	6

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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	DirectEmployers Association, Inc. (<i>assn distributing job</i> 9002 N. Purdue Road, Suite 100 <i>postings to state job banks</i>) Indianapolis, Indiana 46268 Phone : 866-268-6206 DirectEmployers Association email:info@us.jobs Manual Posting	N	0
2	Employee Referral	N	3
3	Former Employee Referral	N	1
4	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	2
5	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
6	Indeed.com - Not Directly Contacted by SEU	N	4
7	Internal Transfer/Promotion	N	1
8	LinkedIn / Word of Mouth	N	2
9	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:			16

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/16/2018	Participation in Job Fairs	On Thursday, August 16, 2018 iHeartMedia-Raleigh participated as a vendor in the Greater Raleigh Chamber of Commerce BizFest, to showcase our business operation, educate attendees about various radio jobs within our SEU, hand out applications for those interested, and network with the approximately 300+ attendees. (Station personnel in attendance: Market President; General Sales Manager; Account Executive)	3	Market President General Sales Manager Account Executive
2	12/3/2018	Participation in events or programs sponsored by educational institutions	In December (3rd-6th) 2018, Program Director, mentored a student from Morehead High School in Eden, NC by participating in his senior project (via written interview and critiquing the video portion of his project) on the topic of "Local Radio Censorship".	1	Program Director
3	6/3/2019	Participation in events or programs sponsored by educational institutions	On Monday, June 3, 2019, Regional Online Content Director, was a guest lecturer at Kellar Radio Talent Institute, held on the campus of Appalachian State Univ. He spoke to approximately 20 students on the topic of "The Role of the Digital Program Director".	1	Regional Online Content Director
4	6/12/2019	Participation in events or programs sponsored by educational institutions	On Wednesday, June 12, 2019, Senior VP of Programming was a guest lecturer at Kellar Radio Talent Institute, held on the campus of Appalachian State Univ. He spoke to approximately 25 students on the topic of "What the PD Looks for in You".	1	Senior Vice President of Programming
5	7/16/2019	Participation in events sponsored by community groups	On Tuesday, July 16, 2019, Regional Sales Account Executive, had a recent college graduate from NC Central University, who she has been mentoring, shadow her at work.	1	Regional Sales Account Executive

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6	7/23/2019	Participation in events sponsored by community groups	Throughout this reporting period (2018-2019), Director of Continuity/Advertising, served on the Marketing Team for The Young Professional Network through the Downtown Raleigh Alliance. The Raleigh Chamber's Young Professionals Network provides events every other month that engage professionals ages 23 – 39 from member firms to help them become more competitive in the business arena, establish contacts, and grow personally through a variety of program topics. The marketing taskforce is responsible for creating experiences for the members within the community and social media management.	1	Director of Continuity/Advertising
7	7/29/2019	Provision of training to management	In July 2019, our Market President participated in an online class, "Valuing Diversity presented by iHeartMedia's Learning Center.	1	Market President