

WDIZ, WEBZ, WFLF-FM, WFSY, WPAP
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 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
Outside Account Executive	1-6	2

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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. (association distributing job 9002 N. Purdue Road, Suite 100 postings to state job banks) Indianapolis , Indiana Katherine Larrabee Manual Posting	N	0
2	Employee Referral	N	1
3	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
4	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	0
5	Job Fairs (see Sec. III) 1834 Lisenby Ave Panama City, Florida Maggie Freedman Manual Posting	N	0
6	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:			1

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/7/2019	Participation in Job Fairs	Our SEU participated in the Bay County Job Fair in Panama City, FL. Station participants included our SVPP, National Sales Executive and an On-Air Personality who discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	2	On-Air Personality National Sales SVPP
2	3/6/2019	Participation in Job Fairs	Our SEU participated in the Spring Career Fair at FSU in Panama City, FL. Station participants included our SVPS, Promotions & Marketing Director and an On-Air Personality who discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	3	GM Promotions & Marketing Director On-Air Personality
3	4/24/2019	Participation in Job Fairs	Our SEU participated in the Career Expo in Panama City, FL. Station participants included our SVPP, National Sales Executive and an On-Air Personality who discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	2	On-Air Personality National Sales SVPP
4	6/3/2019	Participation in events sponsored by community groups	Our SEU hosted high school students for a Junior Leadership Bay Media Day at our offices and studios. Station participants gave the students a tour of our facilities and an overview of the industry, including discussion broadcasting, digital, and other career categories within iHeart.	4	SVPS Area President SVPP Finance
5	7/10/2019	Participation in events sponsored by community groups	Our SEU hosted young professionals from our local Chamber of Commerce for a Leadership Bay Media Day at our offices and studios. Station participants gave the young professionals a tour of our facilities and an overview of the industry, including discussion broadcasting, digital, and other career categories within iHeart.	4	Sales Manager Area President SVPP Finance

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	9/17/2019	Provision of training to management	Station management 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	Area President