

WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 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
SVP Of Sales	1-2, 4-9	6
Outside Account Executive	1-5, 8-9	2
Outside Account Executive	1-5, 8-9	3
National Sales Assistant	1-2, 4-5, 8-9	2
Outside Account Executive	1-2, 4-5, 8-9	2

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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	Direct Employers Association, Inc. 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Email : info@usnlx.com Job Board	N	0
2	Employee Referral	N	5
3	Glass Door - Not Directly Contacted by SEU	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	0
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	0
6	Internal Transfer/Promotion	N	1
7	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
8	Pensacola Christian College 250 Brent Lane Pensacola, Florida 32503 Email : info@pcci.edu Shirley Campbell	N	0
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:			7

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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 events or programs sponsored by educational institutions	On February 7, 2019, our SEU hosted 28 high school students from the South Baldwin Chamber Junior Ambassador program for an information session and station tour. SEU participants included two on-air personalities (one of whom is a Program Director) who spoke to the attendees about how the radio industry works and how to get into radio as a career.	2	Program Director On-air
2	3/19/2019	Participation in events sponsored by community groups	On March 19, 2019, our SEU participated in and was the media sponsor for the Baldwin County Career and Job Fair at the Daphne Civic Center. The event was hosted by the Eastern Shore Chamber of Commerce. Our SEU manned a booth at the event, talking with job seekers and passing out flyers for our Mobile cluster, with information about radio careers and contact information for both offices. The event was attended by 8 staff, including the Market President, a Program Director, Market SVP Sales, on-air personalities and account representatives.	8	Market President Sales Manager On-air Personality Account Executive
3	4/11/2019	Participation in Job Fairs	On April 11, 2019, our SEU participated in a Veterans Job Fair at Fort Whiting, sponsored by the Alabama Career Center. The Market President and an on-air personality talked with job seekers about radio careers and passed out flyers with career information for our Mobile offices.	2	Market President On-air Personality
4	5/9/2019	Participation in events sponsored by community groups	On May 9, 2019, our SEU participated in (and was a media co-sponsor of) the South Alabama Regional Planning Commission Business Expo and Job Fair at the Fairgrounds in Mobile. 11 staff took part, talking with job seekers and passing out flyers with local iHeart career information and contact information. Those attending included the Market President, Area SVP Programming, a Program Director, on-air personalities, and account representatives.	8	Market President SVPP Program Director Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	8/22/2019	Participation in events sponsored by community groups	On August 22, 2019, our SEU participated in (and co-sponsored) Business Expo at the Mobile Convention Center, the Mobile area's largest business-to-business trade show. Our staff spoke with potential listeners, clients, and job seekers (we had flyers on hand to offer those interested in a radio career information on our Mobile offices and contact information). Event was attended by SVP Programming, a Program Director, on-air personalities and account representatives.	14	Market President On-Air Personality Program Director Account Executive
6	9/30/2019	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.	5	Market President Area SVPP Market SVP Programming Market SVP Sales