

WBZY, WGST, WRDA, WRDG, WUBL, WWPW
EEO PUBLIC FILE REPORT
December 1, 2018 - November 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
Digital Account Executive	1-4, 7, 9-10, 12-14, 16-18, 20-23	7
Outside Account Executive	1-2, 4, 7, 9-13, 17, 20, 22-23	7
Promotions Coordinator	1-2, 4, 6, 9-10, 12-13, 15, 20, 22-23	15
Marketing/Promotions Director	1-2, 4, 6-7, 9-13, 20, 22-23	7
Vice President, Digital Sales	1-2, 4, 6, 9-10, 12-13, 15, 20, 22-23	15
On-Air Talent	8	8
Outside Account Executive	1-2, 4, 9-10, 12-13, 17, 20-23	17
Outside Account Executive - Bilingual	1-2, 4, 7, 9-10, 12-14, 19-20, 22-23	19
Digital Sales Engineer	1-2, 4, 6-7, 9-10, 12-16, 20, 22-23	15
Receptionist - Bilingual	1-2, 4, 7, 9-10, 12-14, 20, 22-23	14
Outside Account Executive	1-2, 4-5, 7, 9-10, 12-14, 16-17, 20-23	16
Outside Account Executive	1-2, 4-5, 7, 9-10, 12-14, 16-17, 20-23	17
Outside Account Executive	1-2, 4-5, 7, 9-14, 16, 18, 20-23	16
Outside Account Executive	1-2, 4-5, 7, 9-14, 16, 18, 20-23	18
Digital Account Coordinator	1-2, 4, 9-10, 12-14, 16, 20, 22-23	16

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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	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-8058 Email : jdenver@allaccess.com Joel Denver	N	0
2	Atlanta University Center Consortium Career Planning & Placement Office 156 Mildred Street Atlanta, Georgia 30314 Phone : 404-978-2181 Email : campusrecruiting@aucenter.edu Carolyn Rhodes	N	0
3	Career Fair	N	1
4	Clark Atlanta University Job Placement Office 223 James P. Brawley Dr SW Atlanta, Georgia 30314 Phone : 404-880-6701 Email : cppc@cau.edu Andre McKinney	N	0
5	Corporate Recruiter	N	3
6	Current Employee	N	7
7	Employee Referral	N	16
8	Exigent Circumstances	N	1
9	GA Assn of Broadcasters 8010 Roswell Rd #260 Dunwoody, Georgia 30350 Email : bhoughton@gab.org Bob Houghton	N	0
10	Georgia Department of Labor 2943 N Druid Hills Road Atlanta, Georgia 30329 Phone : 404-486-8037 Email : Fred.Meller@gdol.ga.gov Fred Meller	N	0
11	Glassdoor-Not directly contacted by SEU	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	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
13	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	9
14	Indeed.com - Not Directly Contacted by SEU	N	10
15	Internal Transfer/Promotion	N	3
16	LinkedIn-Not directly contacted by SEU	N	11
17	Non-Employee Referral	N	4
18	On-Air Announcement (One or More SEU Stations)	N	2
19	Re-hire	N	1
20	University of Georgia UGA Career Center 2nd floor, Clark Howell Hal Athens, Georgia 30602-3332 Phone : 1-706-542-8431 Email : career@uga.edu Debi Grayson	N	0
21	Unknown (source not adequately identified upon inquiry by SEU)	N	6
22	Urban League of Greater Atlanta 229 Peachtree Street Suite 300 Atlanta, Georgia 30303 Phone : 404-659-6585 Email : ARoberson@ULGATL.org Africa Roberson	N	0

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23	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:			78

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/1/2019	Establishment of a mentoring program	From March 2019 through October 2019, our SEU's Assistant Program Director mentored an Events Promotions Support Tech at the station (s). The program included the following: weekly meetings to review and assess the radio segments via airchecks; weekly shadowing of the morning show with occasional appearances; weekly shadowing of the board operator to learn how to run a board during a highly rated morning show; and monthly training sessions on digital social media. The program was focused on maximizing the Events Promotions Support Tech's career development potential, and covered running the board, voicing radio segments, and determining proper social media content to post for the station's marquee events.	2	Promotion Events Support Assistant Program Director Program Director
2	3/6/2019	Participation in events or programs sponsored by educational institutions	Our SEU's On-Air Talent participated in the University of West Georgia's Department of Mass Communication's 38th annual Media Day event in Carrollton, Georgia. Our station participant discussed careers in the radio business and iHeartMedia in particular.	2	On-Air/Board Op Program Director
3	3/15/2019	Participation in events sponsored by community groups	Our SEU participated in the YOFA Conference's Pass the Torch Panel Event in Atlanta, GA. Our On-Air Talent was the event's moderator as well as a panelist. The panel spoke about career opportunities in radio and on screen.	2	On-Air Program Director
4	3/22/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Youth Career Expo at McNair High School in Atlanta, GA. Our station participants discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally.	2	Promotion Events Support Promotions Director

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5	5/13/2019	Participation in events sponsored by community groups	Our SEU participated in the Hank Johnson 3rd Annual Career and Community Resource Fair Panel Event in Atlanta, GA. Our On-Air Talent was the event's moderator as well as a panelist. The panel spoke about career opportunities in radio, interview preparation and overcoming the ever changing media landscape.	2	On-Air Program Director
6	5/18/2019	Participation in events sponsored by community groups	Our SEU participated in the 4th Annual Latina Empowerment Conference in Atlanta, GA. Our Morning Show Producer discussed her career path in radio and other career opportunities in the radio and media industry.	2	Program Director Morning Show Producer
7	10/25/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student from West Hall High School. Our Program Director guided students through our station facilities for a "behind-the-scenes" look at broadcast operations, allowed the students to follow her workday for a "behind-the-scenes" look at broadcast operations, discussed how she began her career in radio, and conducted a brief Q&A session regarding careers in broadcasting.	1	Program Director
8	11/2/2019	Participation in events sponsored by community groups	Our SEU participated in the Latino Youth Leadership Conference in Atlanta, GA. Our station participants discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	3	Promotion Events Support Promotion Events Support Marketing/Promotions Director
9	11/11/2019	Provision of training to management	iHeartMedia Atlanta's station management team 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.	15	Region President RSVP, Programming Region Finance Director Director of Engineering

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10	11/26/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Youth Career Expo at Fredrick Douglass High School in Atlanta, GA. Our station participants discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally.	3	Promotion Events Support Promotion Events Support Promotions Director