

**WDFN, WJLB, WKQI, WLLZ, WMXD, WNIC**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 - May 31, 2022**

**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	3-6, 8, 12-14	3
Account Executive	3-6, 8, 12-14	8
Automotive Account Executive	2-3, 5-6, 10-12, 14	10
Account Executive	1-3, 5-6, 8-9, 11-14	8
Account Executive	1-3, 5-6, 8-9, 11-14	8
Account Executive	1-3, 5-6, 8-9, 11-14	3
Sales Manager	1, 5-7, 11-12, 14	7
Sales Manager	1, 5-6, 9, 11-14	13

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Email : <a href="mailto:jdenver@allaccess.com">jdenver@allaccess.com</a> Career Services	N	0
2	Direct Employers Association, Inc. 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Email : <a href="mailto:info@usnlx.com">info@usnlx.com</a> Fax : 1-317-874-9100 Job Board	N	0
3	Employee Referral	N	5
4	Former Intern	N	1
5	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
6	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	1
7	Internal Posting	N	1
8	LinkedIn - Not directly contacted by SEU	N	7
9	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	1
10	Non-Employee Referral	N	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
11	Radio On-Line 3500 Tripp Avenue Amarillo, Texas 79121-1637 Phone : 806 352-7503 Url : <a href="http://www.radioonline.com">http://www.radioonline.com</a> Email : <a href="mailto:ronchase@radioonline.com">ronchase@radioonline.com</a> Fax : 1-806-352-3677 Ron Chase	N	0
12	Specs Howard School of Media Arts 19900 W. Nine Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 ext. 8959 Url : <a href="http://www.specshoward.edu">www.specshoward.edu</a> Email : <a href="mailto:bcarey@specshoward.edu">bcarey@specshoward.edu</a> Career Sercies	N	0
13	Unknown (source not adequately identified upon inquiry by SEU)	N	3
14	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>20</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/25/2022	Participation in Job Fairs	Our SEU participated in the 2022 MAB Foundation Digital Speed Networking Media Career & Networking Event on March 25, 2022 which was attended by students and business-minded professionals. Don Kowalewski and Lauren Pallitto spoke with potential candidates about jobs in broadcasting and the many different career paths that iHeartMedia has to offer as well as the academic credentials required to work in the field. Michigan Association of Broadcasters promoted the job fair and was hosted through Motown Digital. The information about the MAB Foundation Digital Speed Networking Media Career & Networking Event which was widely disseminated and marketed, including distribution to resources with a high volume of minority and women candidates. iHeartMedia ran PSA's on our stations.	2	Sales manager Account Executive
2	5/4/2022	Provision of training to management	In May 2022, our SVP of sales took the Valuing 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	VP of sales