

WBZY, WBIN, WBZW, WRDG, WUBL, WWPW²**EEO PUBLIC FILE REPORT****December 1, 2020 - November 30, 2021¹****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	1-10, 12-13, 15-19	4
Outside Account Executive	1-10, 12-13, 15-19	9
Outside Account Executive	1-10, 12-13, 15-19	13
Outside Account Executive	1-10, 12-13, 15-19	18
Outside Account Executive	1-10, 12-13, 15-19	13
Outside Account Executive	1-10, 12-13, 15-19	10
Outside Account Executive	1-10, 12-13, 15-19	4
Outside Account Executive	1-10, 12-13, 15-19	12
Outside Account Executive	1-10, 12-13, 15-19	8
Outside Account Executive	1-10, 12-13, 15-19	13
WUBL Morning Show Producer	1-4, 6-8, 11, 17, 19	4
Vice President, Sales - Atlanta	1-3, 6-8, 14, 17-19	18

¹ This report was modified in June 2022 to address reporting issues.² As of May 26, 2020, WRDA(FM) (Fac. ID # 61142) changed its call sign to WBZW(FM). As of July 6, 2020, WGST(AM) (Fac. ID # 29730) changed its call sign to WBIN(AM).

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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	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
4	Employee Referral	N	6
5	Employment Agency - Not directly contacted by SEU	N	1
6	GA Assn of Broadcasters 8010 Roswell Rd #260 Dunwoody, Georgia 30350 Email : bhoughton@gab.org Bob Houghton	N	0
7	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
8	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
9	iHM Human Capital Acquisition	N	1
10	Indeed.com - Not Directly Contacted by SEU	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Internal Posting	N	1
12	Internal Transfer/Promotion	N	1
13	LinkedIn - Not directly contacted by SEU	N	9
14	Metro Atlanta Chamber 191 Peachtree Street N.E. Suite 3400 Atlanta, Georgia 30303 Email : jmasters@macoc.com Jon Masters	N	0
15	Non-Employee Referral	N	1
16	Station Website Posting (navigation link to corporate careers website)	N	1
17	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
18	Unknown (source not adequately identified upon inquiry by SEU)	N	2
19	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2021	Establishment of training programs for station personnel	During the reporting period, our SEU established a training program to provide junior account executives with advanced, digital skills necessary to qualify for higher-level sales positions and advance in their careers. Senior Account Executives and the Senior Vice President of Sales met with trainees monthly to cover a range of topics, including advanced digital techniques, software analytics, Nielsen analysis tactics, and SEO training. Trainers also provided detailed insights into client development and leadership skills.	8	AE AE AE SVPS
2	5/20/2021	Participation in events sponsored by organizations representing the community	On May 20, 2021, our SEU attended the Atlanta Senior Media & Education Leadership luncheon hosted by the National Association of Black Owned Broadcasters (NABOB). SEU participants included our Senior Vice President of Multicultural Sales and our Market President. Our Senior Vice President of Multicultural Sales presented at the event and spoke about career opportunities in the broadcasting industry and at iHM Atlanta specifically.	2	Market President Senior Vice President of Multicultural Sales
3	9/16/2021	Participation in events sponsored by organizations representing the community	On September 16, 2021, our SEU's Market President gave a presentation to members at the Metro Area Chamber of Commerce regarding career opportunities at our SEU and careers in broadcasting generally.	2	Market president SVPP
4	10/2/2021	Participation in events or programs sponsored by educational institutions	On October 2, 2021, our SEU participated in a speaking engagement at Georgia Tech. Our SEU's participants included our On-Air Talent, who spoke with attendees about careers in radio and gave an overview of career opportunities at our SEU.	1	On air talent

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5	10/19/2021	Participation in events or programs sponsored by educational institutions	On October 19, 2021, our SEU attended the Atlanta Women's Foundation 25th Annual Luncheon at the Georgia Institute of Technology. SEU participants included our SVPP, who spoke with attendees about careers in the broadcasting industry.	1	SVPP
6	10/19/2021	Participation in events sponsored by organizations representing the community	On October 19, 2021, our SEU's Market President gave a presentation to the Hope Global Forum regarding career opportunities at our SEU and careers in broadcasting generally.	4	Market president SVPP SVPS AE
7	10/21/2021	Provision of training to management	In October 2021, our SEU's vice president 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	Vice President
8	11/5/2021	Participation in events sponsored by organizations representing the community	On November 5, 2021, our SEU hosted an open house for community groups from the Atlanta Chamber of Commerce. SEU participants included our On-Air talent who spoke to attendees about career opportunities in broadcasting. Attendees were also able to observe the on-air staff as they performed their daily activities and had the opportunity to ask questions about careers in broadcasting.	1	On air talent