

**WAAX, WDXB, WERC, WERC-FM, WGMZ, WMJJ, WQEN**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Account Executive	1-6, 9-10, 12-13, 15-16, 18	4
Digital Sales Strategist	1-9, 12, 15-16, 18	8
Area President	1-3, 5-6, 9, 11-12, 14-18	17

# WAAX, WDXB, WERC, WERC-FM, WGMZ, WMJJ, WQEN

## EEO PUBLIC FILE REPORT

December 1, 2021 - November 30, 2022

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ABA Job Bank 2180 Parkway Lake Drive Birmingham, Alabama 35244 Phone : 205.979.1690 Url : www.al-ba.com Email : lrice@al-ba.com Les Rice	N	0
2	AlabamaWorks 649 Monroe Street, Room 2804 Montgomery, Alabama 36131 Phone : 334-242-0029 Email : helpdesk@alabamaworks.alabama.gov Fax : 1-334-242-0029 AlabamaWorks Customer Support	N	0
3	All Access 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310.457.6616 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
4	Employee Referral	N	3
5	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
6	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
7	iHM Human Capital Acquisition	N	1
8	Indeed.com - Not directly contacted by SEU	N	1

**WAAX, WDXB, WERC, WERC-FM, WGMZ, WMJJ, WQEN****EEO PUBLIC FILE REPORT****December 1, 2021 - November 30, 2022****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>
9	Lawson State Community College 1100 9th Avenue SW Bessemer, Alabama 35022 Phone : 205.929.3514 Email : dwaluyn@lawsonstate.edu Dorian Waluyn	N	0
10	LinkedIn - Not directly contacted by SEU	N	1
11	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
12	Samford Career Development Center 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205-726-2578 Url : <a href="http://www.SamfordBulldogs.org">www.SamfordBulldogs.org</a> Email : <a href="mailto:career@samford.edu">career@samford.edu</a> Career Services	N	0
13	Station On-Air Announcements (1 or more SEU stations) 600 Beacon Parkway West Birmingham, Alabama 35209 Phone : 205-439-8442 Cyndi Lees Manual Posting	N	0
14	Station Website Posting (navigation link to corporate careers website)	N	1
15	Stillman College P.O. Box 1430 Tuscaloosa, Alabama 35403 Phone : 205.366.8894 Email : <a href="mailto:jcurrie@stillman.edu">jcurrie@stillman.edu</a> Jacqueline Curry	N	0

**WAAX, WDXB, WERC, WERC-FM, WGMZ, WMJJ, WQEN****EEO PUBLIC FILE REPORT****December 1, 2021 - November 30, 2022****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>
16	University of Montevallo Career Center 75 College Drive Montevallo, Alabama 35115 Phone : 205.665.6262 Email : jmusselw@montevallo.edu Career Services	N	0
17	Unknown (source not adequately identified upon inquiry by SEU)	N	2
18	www.mediagignow.com 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 : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</b>

**WAAX, WDXB, WERC, WERC-FM, WGMZ, WMJJ, WQEN**

**EEO PUBLIC FILE REPORT**

**December 1, 2021 - November 30, 2022**

**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	10/27/2022	Participation in events or programs sponsored by educational institutions	On 10/27/22, two Program Directors from SEU gave a tour of studios and discussed broadcasting with a group of mass communication students from UAB.	2	Program Director/Regional News Director Program Director
2	10/31/2022	Participation in events or programs sponsored by educational institutions	On 10/31/22, Program Director from SEU hosted a communication's major student from the University of Alabama Birmingham to job shadow. During this a variety of topics/questions were discussed related to radio: on-air, promotions, sales, digital and how one gets into the industry and advice on her career going forward.	1	Program director
3	11/7/2022	Provision of training to management	In November 2022, our SEU's Sr. 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	Sr Vice President