

**WBGG, WDVE, WKST-FM, WPGF, WWSW-FM, WXDX-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

**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>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	7/15/2022	Participation in other activities designed by the station employment unit	In-person studio tour. Hosts: Senior Vice President of Programming, 4 on-Air Personality; Promotions Director; Office Manager. Discussions include radio industry in general (who we are, what we do), presentations by on-air – their journey’s in the field – Sales, Programming and Promotions as other opportunities for careers in broadcast.	1	Sr VP of programming
2	9/1/2022	Establishment of a mentoring program	Job Shadow Program for student – shadow/mentor schedule below. Student completed 28 hours of service to complete credit requirements.	7	various positions
3	2/8/2023	Participation in events sponsored by organizations representing the community	On-Air Personality and Public Affairs Director spoke about the company; showed them on-air and technical – answered music questions etc. ;	3	Various
4	3/9/2023	Provision of training to management	In March, 2023, our SEU’s Program director 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	Program director