

WDFN, WJLB, WKQI, WLLZ, WMXD, WNIC
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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	1-3, 5-15	9
Channel 95.5/WKQI Mojo In The Morning Executive Producer	1, 3, 5-6, 9-14	3
Mojo In The Morning Associate Producer/Digital Producer	1, 3-6, 10-14	13
Mojo In The Morning On Air, Street/Stunt & Social Content Creator	1, 3, 5-6, 9-12, 14	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
2	Direct Employers Association, Inc. 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Email : info@usnlx.com Fax : 1-317-874-9100 Job Board	N	0
3	Employee Referral	N	7
4	Google Jobs - Not directly contacted by SEU	N	1
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	2
7	iHM Human Capital Acquisition	N	1
8	Indeed.com - Not directly contacted by SEU	N	1
9	LinkedIn - Not directly contacted by SEU	N	24
10	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	1

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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	Radio On-Line 3500 Tripp Avenue Amarillo, Texas 79121-1637 Phone : 806 352-7503 Url : http://www.radioonline.com Email : ronchase@radioonline.com 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 : www.specshoward.edu Email : bcarey@specshoward.edu Career Sercies	N	0
13	Unknown (source not adequately identified upon inquiry by SEU)	N	9
14	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
15	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

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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	12/7/2022	Participation in Job Fairs	Our SEU participated in the MAB Foundation Media Career Fair at the Great Lakes Broadcast & Sports Media Academy at Ford Field in Detroit on December 7th 2022, which was attended by students and business-minded professionals. Don Kowalewski spoke with potential candidates about jobs in broadcasting and the many different career paths that iHeart Media 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 The Great Lakes Broadcast & Sports Media Academy. The information about the MAB Foundation Media Career Fair 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	1	VP of sales
2	4/26/2023	Hosting of Job Fair	Our SEU hosted a Career Fair for The Richmond High School at our Farmington Hills, MI location. SEU staff planned the event which included a tour of the facility and studios, interactive time spent with various departments discussing employment and career opportunities. The students participated in a Q&A session and the recording of a commercial. SEU participants included the ESVPP, SVPP, SVP, Director of Marketing & Promotions, Promotions Director, Creative Production Designer and On-Air Talents	1	various positions
3	5/8/2023	Provision of training to management	In May, 2023, our SEU's VP 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

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4	5/22/2023	Provision of training to management	On May, 22, 2023, our SEU's Director of marketing and promotions took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Director of marketing and promotions
5	5/23/2023	Provision of training to management	On May, 23, 2023, our SEU's Director of marketing and promotions took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Director of marketing and promotions
6	5/23/2023	Provision of training to management	On May, 23, 2023, our SEU's Director of marketing and promotions took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Director of marketing and promotions