

**WAEV, WL VH, WQBT, WSOK, WTKS, WYKZ**  
**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>
Outside Account Executive	1-15	12

**WAEV, WLVH, WQBT, WSOK, WTKS, WYKZ****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>
1	All Access.com 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	Ft. Valley State University 1005 State University Drive Fort Valley, Georgia 31030 Phone : 478-827-3878 Email : <a href="mailto:hardenl@fvsu.edu">hardenl@fvsu.edu</a> Fax : 1-478-825-6115 LaRue Harden Lynette Wallace	N	0
3	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
4	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
5	LinkedIn - Not directly contacted by SEU	N	1
6	NAACP 1204 Martin Luther King Jr Boulevard Savannah, Georgia 31415-6355 Phone : 9122334161 Email : <a href="mailto:savnaacp1204@yahoo.com">savnaacp1204@yahoo.com</a> Carol Hunt	N	0
7	RAMP - Radio & Music Pros PO Box 25379 Wayne Mills Place #382 Valencia, California 91355 Email : <a href="mailto:kevin@omnivisionent.com">kevin@omnivisionent.com</a> Kevin Carter	N	0

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8	Savannah State University 3219 College St Savannah, Georgia 31406 Phone : 9123533049 Email : careerservices@savannahstate.edu Fax : 1-912-356-2464 Career Services	Y	0
9	Savannah Technical College 5717 White Bluff Rd Savannah, Georgia 31410 Phone : 912-443-5880 Email : sperry@savannahtech.edu Career Services	N	0
10	South Carolina Broadcasters Association One Harbison Way Suite 112 Columbia, South Carolina 29212 Phone : 803-732-1186 Email : scba@scba.net Paula SCBA	N	0
11	University of South Carolina-Beaufort 1 University Blvd Bluffton, South Carolina 29909 Phone : 843-208-8263 Email : AR60@uscb.edu Fax : 1-843-208-8292 Rachel Hoover	Y	0
12	Unknown (source not adequately identified upon inquiry by SEU)	N	1
13	Urban League 229 Peachtree Street NE Suite 300 Atlanta, Georgia 30303 Phone : 404-659-1150 Email : dmclary@ulgatl.org Deborah McClary Africa Roberson	N	0
14	Valdosta State University 1500 N Patterson St Valdosta, Georgia 31698 Email : dpconway@valdosta.edu Dennis Conway	N	0

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15	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>3</b>

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	<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	5/1/2022	Establishment of a mentoring program	Our SEU established a mentoring program for one of our junior Account Executives that ran from May 2022 through December 2022. The program was led by a Senior Account Executive and our Area President. The program covered several skill sets, including public speaking, leadership techniques, advanced sales analytics, digital products, and advanced research techniques. The mentoring program included weekly in-person meetings and job shadowing opportunities, all aimed at maximizing the mentee's career development potential.	3	Area President Senior Account Executive Junior Account Executive
2	9/1/2022	Establishment of a mentoring program	Our SEU established a mentoring program for one of our junior Account Executives that ran from May 2022 through November 2022. The program was led by our Senior Multimedia Specialist and covered skillsets necessary to specialize in automotive sales and media, and ultimately, qualify for higher-level positions. The program focused on a range of topics, including automotive research skills, advanced data analytics, and presentation skills. Weekly in-person and virtual meetings were aimed at maximizing the mentee's career development potential.	2	Area President Account Executive
3	11/7/2022	Provision of training to management	In November 2022, our SEU's Market 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	Market President

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4	11/16/2022	Participation in events sponsored by organizations representing the community	On November 16, 2022 our SEU hosted individuals from Broadcast General Store, Shirly Labs, and System Optimized Consolidated Integration for a station tour. Our Digital Content Director gave a station tour and spoke about career paths in the broadcast industry generally and at our SEU in particular. Attendees were able to ask questions about the technical skills needed to succeed in the industry.	1	Digital Content Director
5	11/17/2022	Participation in events or programs sponsored by educational institutions	On November 17, 2022, our SEU hosted students from Savannah State University. The students, from a mass communications class, were given a guided tour of our office by our On-Air Talent. During the tour, SEU participants spoke with students about career opportunities in the broadcast industry and answered questions about the technical skills needed to succeed in the industry.	1	On Air Talent