

WEZL, WRFQ, WSCC-FM, WXLY
EEO PUBLIC FILE REPORT
August 1, 2022 - July 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	1-2, 4-6, 8-9, 11-13	9
Account Executive - Charleston, SC	1, 3, 5-7, 9-13	12

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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	Benedict College, Personnel Services 1600 Harden Street Columbia, South Carolina Phone : (803) 253-5153 Email : Sonya.Johnson@benedict.edu Fax : 1-803-705-6888 Karen Rutherford	N	0
2	Black Radio Entertainment , South Carolina Url : www.bremagazine.com Email : marceygetsinger@clearchannel.com Career Services n/a	N	0
3	Employee Referral	N	1
4	Glassdoor - 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	0
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	10
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	2

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11	Trident Technical College North Charleston, South Carolina Phone : 843-574-6119 Url : http://tridenttech-csm.symplicity.com/ Email : tridenttech-csm@symplicity.com Jennifer Pinckney	N	0
12	Unknown (source not adequately identified upon inquiry by SEU)	N	3
13	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:			19

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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	11/11/2022	Participation in Job Fairs	In November 2022, our SEU participated in the North Charleston Police Department Job Fair held at City Hall. During the fair we discussed broadcast career opportunities with participants and answers questions about our stations. SEU participants included on-air talent.	1	On Air Talent
2	1/28/2023	Participation in job banks, internet programs and other programs designed to promote outreach	During the reporting period, our SEU assisted the Charleston RiverDogs baseball team with organizing and running a job fair for game-day roles. Roles available included those related to broadcasting, such as Gameday Production Crew. The fair took place on January 28 and February 11 at the Joseph P. Riley, Jr. Park. Our SEU assisted with many aspects of the event, including securing the venue, participating in planning meetings with the president of the RiverDogs, and running on-air announcements to promote the event.	1	Market President On Air Talent
3	6/28/2023	Provision of training to management	On June, 2023, our SEU's Sr. Vice President of Sales 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	SVP of sales
4	6/28/2023	Provision of training to management	In June, 2023, our SEU's SVP 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	SVP of sales

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5	6/28/2023	Provision of training to management	On June, 2023, our SEU's Sr Vice President of Sales 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	SVP of sales