

WMAG, WMKS, WPTI, WTQR, WVBZ
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
Outside Account Executive (Greensboro)	1-4, 6-8, 10-30	12
WMAG Morning Show Co Host	1-2, 4-7, 9, 11, 13-14, 16-17, 19-25, 27-30	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/africanorthamerica Email : sharris@radio-one.com Fax : 1-202-342-6667 Career Services	N	0
2	Appalachian State University John E. Thomas Hall Boone, North Carolina 28608 Phone : 828-262-2180 Url : www.career@appstate.edu Email : careerdevcnt@appstate.edu Fax : 1-828-262-2834 Career Services	N	0
3	CAI 7817 National Service Rd, Ste 509 Greensboro, North Carolina 27409 Phone : (336) 668-7746 Url : https://www.capital.org/s/nc-job-board Email : azanique.rawl@capital.org Azanique Rawl	N	0
4	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services	N	0
5	Chicanos Por La Causa 200 N. Stone Tucson, Arizona 85705 Phone : 520-882-0018 Email : Corporate.Receptionist@cplc.org Fax : 1-602-256-2740 Career Services	N	0
6	Elon University McEwen Comm, Room 109, 2850 Campus Box Elon, North Carolina Phone : 336-278-5869 Email : rwade2@elon.edu Ross Wade, MS	N	0

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7	Employee Referral	N	2
8	Google Jobs - Not directly contacted by SEU	N	1
9	iHM Human Capital Acquisition	N	1
10	Indeed.com - Not directly contacted by SEU	N	1
11	Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Phone : 800-640-8852 Email : ads@insideradio.com Fax : 1-404-965-4131 Gene McKay	N	0
12	LinkedIn - Not directly contacted by SEU	N	3
13	Multicultural Student Affairs (NC State) 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Phone : (919) 515-3835 Email : multicultural@ncsu.edu Fax : 1-919-515-8078 Tracey Ray	N	0
14	N. C. Association of Broadcasters P. O. Box 627 Raleigh, North Carolina Phone : 919-21-7300 Email : info@ncbroadcast.com N. C. Association of Broadcasters	N	0
15	NAACP (National Assoc. for Advancement of Colored People) 1490 Jefferson Avenue Buffalo, New York Phone : 716-884-7242 or home 716- Email : naacp@apollo3.com Fax : 1-716-884-7243 Frank Mesiah	N	0
16	National Assn. of Broadcasters 1771 N St., NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : ww.nab.org Email : nab@nab.org Career Center	N	0

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17	National Association of Farm Broadcasters PO Box 500 Platte City, Missouri 64079 Phone : 816-431-4032 Url : nafb.com Email : rosemarie@nafb.com Fax : 1-816-431-4087 Rose Marie Lawrence	N	0
18	National Association of Hispanic Journalists 1000 National Press Building 529 14th Street NW Washington, District of Columbia 20045-2001 Phone : 202.662.7168 Url : www.jahj.org Email : jobbank@nahj.org Fax : 1-202-662-7144 Kevin Olivas	N	0
19	National Lesbian and Gay Journalists Association 1420 K Street, NW Suite 910 Washington, District of Columbia 20005 Phone : (202) 588-9888 Url : www.nlgja.org Email : info@nlgja.org Fax : 1-202-588-1818 Angie Young	N	0
20	National Urban League Black Executive Exchange Program 120 Wall Street, 8th floor New York, New York Phone : 212-558-5403 Email : dwest@nul.org Fax : 1-212-558-5497 Dale West	N	0
21	NATPE (National Association of Television Program Executives) 5757 Wilshire Boulevard, Penthouse 10 Los Angeles, California Phone : 310-453-4440 Url : http://www.natpe.org Fax : 1-310-453-5258 Career Service	N	0

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22	Salem College 223 W Main St Salem, West Virginia 26426 Phone : 304.782.5633 Url : www.salemu.edu Email : careers@salem.edu Career Services	N	0
23	Texas A & M International University West End Washington St. Laredo, Texas 78041 Phone : 210-722-8001 Email : careerservices@tamiu.edu Career Services	N	0
24	University of North Carolina – Chapel Hill University Career Services, CB 5140 Chapel Hill, North Carolina Phone : 919-962-2197 Email : ucs@unc.edu Fax : 1-919-962-2197 Wendy P. and Dean E.	N	0
25	University of North Carolina – Greensboro Broadcasting/Cinema Division Greensboro, North Carolina Phone : 336-334-5454 Email : careers@uncg.edu Fax : 1-336-334-5039 Career Services	N	0
26	Unknown (source not adequately identified upon inquiry by SEU)	N	1
27	Weaver Education Center 300 S. Spring Street Greensboro, North Carolina Phone : 336-370-8282 Email : crenshm@gcsnc.com Fax : 1-336-370-8287 Michael Crenshaw	N	0

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28	Winston-Salem University 601 MLK Jr. Drive 301 Thompson Student Services Center Winston-Salem, North Carolina 27110 Phone : 336-750-3240 Email : careerssvcs@wssu.edu Fax : 1-336-750-3260 Career Services	N	0
29	Women's Resource Center 628 Summit Ave Greensboro, North Carolina 27405 Phone : 336.275.6090 Url : www.womenscentergso.org Email : lucy@womenscentergso.org Lucy Wellmaker	N	0
30	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:			9

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/14/2023	Participation in Job Fairs	Our SEU participated in the High Point University's Spring Career & Internship Expo in High Point, NC. The SEU participants were the Market President and VP of Sales. They talked to students about future careers in the broadcast media world.	2	Market President VP of Sales
2	4/18/2023	Participation in events or programs sponsored by educational institutions	Our SEU participated in the virtual discussion about radio marketing and promotions with students at Ohlone College in Fremont, CA. The SEU participant was the Marketing Director. She talked to students about future careers in the broadcast media world in the marketing and promotions areas.	1	Marketing Director
3	4/26/2023	Participation in events or programs sponsored by educational institutions	Our SEU participated in a career day event at Jesse Wharton school. Our VP of Programming spoke to students and staff about careers in the broadcast industry.	1	VP of Programming
4	5/23/2023	Participation in events or programs sponsored by educational institutions	Our SEU participated in the High Point University's The Connect at Congdon Yards in High Point, NC for the students in Leadership High Point. The SEU participant was the Market President. She talked to students and other local business leaders about careers with iHeartMedia and all the opportunities in the broadcast media world.	1	Market President
5	6/5/2023	Participation in job banks, internet programs and other programs designed to promote outreach	Our SEU participated in a nine-day training program at the Kellar Radio Institute at Appalachian State University. Our Assistant Program Director lectured students about the skills needed to succeed in broadcasting. The nine-day training program focused on helping train students to secure their first job in the broadcast industry.	1	Assistant Program Director

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6	6/28/2023	Provision of training to management	In June, 2023, 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
7	6/28/2023	Provision of training to management	In June, 2023 our SEU's Market President 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	Market President
8	6/28/2023	Provision of training to management	In June, 2023, our SEU's Market President 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	Market President