

WATQ, WBIZ, WBIZ-FM, WMEQ, WMEQ-FM, WQRB
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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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

WATQ, WBIZ, WBIZ-FM, WMEQ, WMEQ-FM, WQRB**EEO PUBLIC FILE REPORT****August 1, 2022 - July 31, 2023****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/20/2023	Participation in events or programs sponsored by educational institutions	On February 20th, 2023, iHeartMedia Eau Claire participated in presenting a presentation on Working in Marketing at IHeartMedia. This presentation was made and shown to various college classes (total of three) at the University of Wisconsin-Eau Claire to promote work in the Broadcast/Advertising Industry.	1	Account Executive
2	6/28/2023	Provision of training to management	On June, 2023, our SEU's Market President 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	Market president
3	6/28/2023	Provision of training to management	On 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
4	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
5	6/28/2023	Provision of training to management	On 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