

**WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>   | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--|--|-------------------------------|
| NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD. |  |                               |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <b>RS<br/>Number</b>  | <b>RS Information</b> | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|---|-----------------------|--|---|
| AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD. |                       |  |   |

**WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM****EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 2023****III. RECRUITMENT INITIATIVES**

|   | <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 | 4/25/2023   | Participation in events sponsored by organizations representing the community | On April 25, 2023, our SEU participated in the Alabama Broadcaster's Association Annual Board Retreat, hosting a program with officials from Alabama State University, Troy University, the University of Alabama, and the University of North Alabama. The program discussed how broadcasters and educational institutions could partner to help better prepare local students for career opportunities in broadcasting.            | 1                                   | Area President   |
| 2 | 6/26/2023   | Participation in events sponsored by organizations representing the community | On June 26, 2023, our SEU hosted students from Taylor Park Broadcast Academy program for a tour of our station facilities. Students were given a tour of our offices and were able to observe a typical day of radio broadcast professionals, including asking questions about career opportunities in the industry.   | 1                                   | ON Air talent  |
| 3 | 8/2/2023    | Participation in events or programs sponsored by educational institutions     | On August 2-3, 2023, our SEU participated in the 2023 Mobile County High School media days event. Our SEU hosted students and teachers at our facilities from local high schools in Mobile county. Students were taught interviewing skills and shown how interviews are recorded, edited, and produced for broadcast. Students were given a tour of our station facilities and asked questions about entering careers in the media. | 1                                   | ON Air talent  |
| 4 | 8/17/2023   | Participation in Job Fairs  | On August 17, 2023, our SEU participated in the Mobile Chamber of Commerce Business Expo at the Mobile Convention Center. Our SEU promoted the event on-air and set up a booth at the event to pass information out to attendees and answer questions about career opportunities at iHeartMedia.   | 4                                   | Area President<br>Senior Vice President of Sales<br>ON Air talent<br>ON Air talent |

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|---|-------------|--|---|-------------------------------------|--------------------------|
| 5 | 8/24/2023   | Provision of training to management                    | In August, 2023, our SEU's Program Director 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                                   | Program Director         |
| 6 | 8/24/2023   | Provision of training to management                    | On August, 2023 our SEU's Program Director 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                                   | Program Director         |