

WAAX, WDXB, WERC, WERC-FM, WGMZ, WMJJ, WQEN
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-6	2
Morning Show Co-Host	1-5	2
On-Air Talent	1-5	2
Morning Show Producer	1-5, 7	2

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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	Direct Employers Association (association distributing job postings to state and/or local job banks) 7602 Woodland Drive Suite 200 Indianapolis, Indiana 46278 Manual Posting	N	0
2	Employee Referral	N	4
3	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
4	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
5	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	0
6	On-Air Announcements Birmingham, Alabama N/a N/a Manual Posting	N	0
7	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:			4

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/6/2022	Participation in events or programs sponsored by educational institutions	On 12/06/22, Program Director from SEU hosted a recent communication's major college graduate from Grambling State. During this visit a variety of topics/questions were discussed related to radio and the various career opportunities.	1	Program Director
2	2/22/2023	Participation in events or programs sponsored by educational institutions	Vice President of Digital Sales spoke to a class of 30 students from Digital Marketing Class – 300 Level College Course with the Harbert College of Business at Auburn University.	1	VP of Digital Sales
3	10/25/2023	Provision of training to management	In October 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
4	10/25/2023	Provision of training to management	In October 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