

WBGG, WDVE, WKST-FM, WPGF, WWSW-FM, WXDX-FM
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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.		

WBGG, WDVE, WKST-FM, WPGB, WWSW-FM, WXDX-FM
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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.			

WBG, WDVE, WKST-FM, WPG, WWSW-FM, WXDX-FM

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/2/2023	Establishment of a mentoring program	Starting 2023, our SEU VP of Sales worked with an employee as a mentor in Executive Sales Management. Duties included one on one meetings as well as client needs analysis face to face meetings. During this time, he learned to build long term relationships with bigger brands and companies which elevated him to this position. This program also included bi-weekly meetings, instructional meetings, and job shadowing. We focused on maximizing career development potential which were used to elevate our employee to a Corporate Venture Partner Executive.	2	SVP of Sales Corporate Venture Partner Executive
2	4/12/2023	Participation in Job Fairs	Our Program Director and Senior Account Executive participated in a career fair at Point Park University and they spoke with the students about careers in broadcast, digital, and entertainment.	2	Program Director Sr. Account Executive
3	9/19/2023	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student from Point Park University for a semester. She was introduced to iHeart Media and discussed different departments and career paths. She met with Account Executives on ideas for promotions and also gathered items for remotes (banners, tables, and audio). She was also able to sit in studio with our On-Air Talent during his radio show. With the sales team, she reviewed their sales software system & learned how they did orders. Lastly, she shadowed our Executive Assistant and learned about the different office duties.	4	Executive Assistant SVP Programming VP Automotive Business Development & Partnerships On-Air Talent
4	10/11/2023	Participation in events sponsored by organizations representing the community	Our Program Director, On Air Host, and our Executive Assistant Participated in a Tour/Event with the Autism Employment Network. Participants were interested in the field of broadcasting and all aspects of broadcasting and radio, including day to day job functions and employment opportunities, were discussed.	3	Program Director On Air Personality Executive Assistant

WBG, WDVE, WKST-FM, WPG, WWSW-FM, WXDX-FM

EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/31/2023	Establishment of a mentoring program	During 2023 our SEU Director of Commercial Traffic Operations worked with an employee to mentor her in Inventory Revenue Management including teaching and mentoring in management of personnel and best practices for the Commercial Traffic Org. This program included bi-weekly calls, instructional sessions, and job shadowing. These sessions and mentorship focused on maximizing career development potential and were used to elevate her to a Regional Inventory Manager in October 2023.	2	Director of Commercial Traffic Operations Traffic Coordinator
6	1/30/2024	Provision of training to management	In January 2024, our SEU's Promotion Events Manager 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	Promotion Events Manager
7	1/30/2024	Provision of training to management	In January 2024 our SEU's Promotion Events Manager 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	Promotion Events Manager