

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2023 - July 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
Charlotte Director of Marketing, Promotions, & Client Activation	5, 7-8, 10, 12-13, 18, 21, 24, 26, 29-30	21
Program Director WKKT-FM Charlotte, NC	5, 7-8, 10, 12-13, 16, 18, 24, 26, 29-30	16
Account Executive	5, 7-14, 18, 23-24, 26-27, 29-30	18
Vice President of Sales	5, 7-10, 12-13, 18, 24, 26, 29-30	18
Account Executive	5-8, 12-13, 15, 17-18, 24, 26-27, 29-30	15
Account Executive	1-8, 12-15, 17-22, 24-31	18
Senior Outside Account Executive	5-8, 12-14, 17-18, 22, 24, 26, 29-30	14

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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
1	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Email : jdenver@allaccess.com Fax : 1-310-457-8058 Career Services	N	0
2	Association for Women in Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Email : members@womcom.org Fax : 1-703-342-4311 Career Services	N	0
3	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Email : info@amfmjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
4	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Email : joy.martin@bie.edu Fax : 1-405-605-6057 Career Services	N	0
5	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : alyson@nakatv.com Fax : 1-704-395-9698 Alyson Young	N	0

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6	Central Piedmont Community College POB 35009 Career Center Charlotte, North Carolina 28202 Phone : 704-330-6551 Amber Shannon Manual Posting	N	0
7	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Email : naacp@charlottenaacp.com Career Services	N	0
8	Davidson College 705 Griffith Street Davidson, North Carolina 28026 Phone : 704-894-2000 Karen Martin Manual Posting	N	0
9	Employee Referral	N	4
10	Employment Security Commission 7140 Forest Point Blvd, Suite A Charlotte, North Carolina 28217 Phone : 704-565-6865 Email : esc.jobs.charlottecentral@nccommerce.com Career Services	N	0
11	Google Jobs - Not directly contacted by SEU	N	1
12	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
13	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	7

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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
14	iHM Human Capital Acquisition	N	5
15	Indeed.com - Not directly contacted by SEU	N	2
16	Internal Posting	N	1
17	Kings College 322 Lamar Avenue Career Center Charlotte, North Carolina 28201 Phone : 704-372-0266 Ashely Branham Manual Posting	N	0
18	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	42
19	Monster - Not directly contacted by SEU	N	1
20	National Black MBA Association 180 N Michigan Ave Suite 1400 Chicago, Illinois 60601 Phone : 312-236-2622 Url : http://www.nbmbaa.org Email : mail@nbmbaa.org Fax : 1-312-236-0390 Career Services	N	0
21	Non-Employee Referral	N	3
22	North Carolina Central University 1801 Fayetteville Street Career Center Durham, North Carolina 27707 Phone : 919-530-6198 Url : cdosreis@nccu.edu Catrina Dosreis Manual Posting	N	0
23	On-Air Announcement (One or More SEU Stations)	N	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
24	Queens University of Charlotte 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Tes Asfaw Manual Posting	N	0
25	Radio Advertising Bureau 1320 Greenway Drive Suite 500 Irving, Texas 75038 Phone : 800-232-3131 Url : www.rab.com Email : amalave@rab.com Career Services	N	0
26	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-687-0795 Email : career@uncc.edu Angela Price	N	0
27	Unknown (source not adequately identified upon inquiry by SEU)	N	9
28	Urban Insite Website , Texas Url : http://urbaninsite.com Email : webmaster@urbaninsite.com Career Services	N	0
29	Urban League of Central Carolina 740 West 5th. Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Email : inquiries@urbanleaguecc.org Fax : 1-704-373-2262 Career Services	N	0
30	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			78

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/9/2023	Participation in events sponsored by organizations representing the community	On October 9, 2023, our SEU were guest speakers at the Scott Clark Accelerator for Leadership & Education (SCALE) current internship Program event. Our SEU's participants were the SVP of Sales, VP of Sales, and Senior AE. They spoke to attendees who are from local county high schools about sales, radio programming, promotions, and the training and experience it takes to be successful in the radio industry.	2	VP of Sales Senior Account Executive VP of Automative
2	10/12/2023	Participation in events sponsored by organizations representing the community	On October 12, 2023, our SEU hosted a Scott Clark Accelerator Leadership & Education program (SCALE) Intern for an onsite tour. Our SEU's participants in hosting was the VP of Sales and Production Director. They spoke to intern about sales, radio programming, promotions, making commercials, and the training and experience it takes to be successful in the radio industry.	2	VP of Sales Production Director
3	10/16/2023	Participation in events sponsored by organizations representing the community	On October 16, 2023, our SEU hosted the Scott Clark Accelerator Leadership & Education program (SCALE) Interns for an onsite tour. Our SEU's participants in hosting was the SVP of Sales, Production Director, and Senior Account Executive. They spoke to attendees about sales, radio programming, promotions, making commercials, and the training and experience it takes to be successful in the radio industry. While showing them the office, studios, and equipment and allowing a few of them to record spots from fake scripts.	3	SVP of Sales Production Director Senior Account Executive

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4	10/16/2023	Participation in events or programs sponsored by educational institutions	On October 16, 2023, our SEU participated in the Mentor Monday Meetup by The Dean's List & Queens University Vandiver Career Center. Our SEU participant was one of our morning show hosts. He did 4 rounds of 15 minutes each speed networking with students where they discussed their career path as well as general networking with students and other mentors. They were also able to discuss their own career path with iHeart Media.	1	On-Air Talent
5	10/25/2023	Participation in events sponsored by organizations representing the community	On October 25, 2023, our SEU hosted the Cub Scout Pack 3. Our SEU's participant in hosting was a Morning Show Co-Host. He spoke to attendees about radio programming, making commercials, and the training and experience it takes to be successful in the radio industry. This visit encouraged the children to further their education and gave them knowledge of a career in the radio broadcasting field.	1	On-Air Talent
6	11/29/2023	Participation in events sponsored by organizations representing the community	On November 29, 2023, our SEU hosted the group- Teen Health Connection. Our SEU's participant in hosting was our Production Director. He spoke to attendees from the Teen Advisory Board of adolescents about radio programming, making commercials, and the training and experience it takes to be successful in the radio industry. He also allowed them to make a commercial. This visit encouraged them to further their education and gave them knowledge of a career in the radio broadcasting field.	1	Production Director

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7	2/21/2024	Participation in events sponsored by organizations representing the community	On February 21, 2024, our SEU participated in the JA Inspire Virtual Career Exploration in Charlotte, NC. This virtual event allowed the SEU to set up a virtual booth with live videos and available employment opportunities. The VP of Sales and Executive Assistant shared videos and attended the live Q&A session. This event allowed communication with high school students interested in exploring a future career in broadcasting and the radio industry.	2	VP of Sales Executive Assistant
8	3/21/2024	Participation in events sponsored by organizations representing the community	On March 21, 2024, our SEU participated in the Charlotte Area Chamber Business Expo in Charlotte, NC. The SEU participants were the Regional President, Regional Senior VP of Sales and two VP of Sales This event allowed communication with several different businesses and individuals searching for open job opportunities. Each of the SEU managers spoke to crowd during a presentation and at the SEU booth had individuals receive and discuss career opportunities with iHeartMedia.	4	Metro President Regional Senior VP of Sales VP of Sales VP of Sales
9	4/22/2024	Participation in events sponsored by organizations representing the community	On April 22, 2024, our SEU hosted a City of Gastonia Intern for an onsite tour. Our SEU's participants in hosting was a Senior Account Executive. He spoke to the city rep intern about sales, radio programming, promotions, making commercials, and the training and experience it takes to be successful in the radio industry. While giving the tour they spoke briefly to the President, Regional Sr. Vice President of Sales, Executive Assistant, On Air Staff, and Production Director.	1	Senior Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	4/30/2024	Participation in events sponsored by organizations representing the community	On April 24, 2024, our SEU were guest speakers at the Scott Clark Accelerator for Leadership & Education (SCALE) current internship Program event. Our SEU's participants were the Regional Senior Vice President of Sales, Vice President of Sales, and Senior Account Executive. They spoke to attendees who are from local county high schools about sales, radio programming, promotions, and the training and experience it takes to be successful in the radio industry.	3	Regional Senior VP of Sales VP of Sales Senior Account Executive
11	5/14/2024	Participation in events sponsored by organizations representing the community	On May 14, 2024, our SEU hosted the Scott Clark Accelerator Leadership & Education program (SCALE) Interns for an onsite tour. Our SEU's participants in hosting was the Regional Senior Vice President of Sales, Production Director, On Air Talent, Executive Assistant, and Senior Account Executive. They spoke to attendees about sales, radio programming, promotions, making commercials, and the training and experience it takes to be successful in the radio industry. While showing them the office, studios, and equipment and allowing a few of them to record spots from fake scripts.	4	Regional VP of Sales Production Director Senior Account Executive On-Air Talent
12	6/27/2024	Participation in events or programs sponsored by educational institutions	On June 27, 2024, our SEU hosted the Charlotte Youth Broadcasting Camp attendees. This camp is a national specialty broadcasting camp for middle and high school children. Our SEU's participants in hosting was the Market President, EA/EEO Coordinator, Production Director & On Air Host. They all spoke to attendees about sales, radio programming, promotions, making commercials, and the training and experience it takes to be successful in the radio industry. This visit encouraged the children to further their education and gave them knowledge of a career in the radio broadcasting field.	4	Market Presiden Executive Assistant Production Director Morning Show Host