

**WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM**

**EEO PUBLIC FILE REPORT**

**December 1, 2023 - November 30, 2024**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
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, 2023 - November 30, 2024**

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over 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, 2023 - November 30, 2024

### 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	3/8/2024	Participation in events sponsored by organizations representing the community	On March 8, 2024, our SEU hosted Six Junior Ambassadors from the South Baldwin Chamber Foundation for a station tour. Our Senior Vice President of Sales, Program Director, and our On-Air Talents spoke to participants about the business of radio and shared career opportunities in sales and programming. They also discussed opportunities for growth in both areas.? Our SEU shared how technology has changed in our industry and the participants learned how analytics are used to focus programming and commercials to the right audience for the biggest impact.	2	SVP of Sales On-Air Talent Program Director On-Air Talent
2	7/30/2024	Participation in events or programs sponsored by educational institutions	On July 30, 2024 Sports Talk 99.5 and our SEU hosted the 2024 Mobile County High School Media Days. Coaches and key players from all 22 public and private high schools in the county gathered to meet with media members from radio, TV, print and electronic media. Our SEU provided a photo studio space, rooms for one-one-one interviews and a room for each coach and player to address the entire media group at once. At the direction of our Program Director, the players were able to learn interviewing skills and were given an opportunity to visit the studio and see how interviews for radio are recorded, edited, and produced for broadcast. Our Program Director also spoke about his career path and the educational requirements and skills needed for a career in broadcasting. Additionally, he conducted a Q&A and gave the players an opportunity to ask questions regarding broadcasting careers and radio in general.	1	Program Director

**WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM**

**EEO PUBLIC FILE REPORT**

**December 1, 2023 - November 30, 2024**

**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>
3	8/15/2024	Participation in Job Fairs	On 8/15/24, our SEU's Market President, Senior Vice President of Sales, On-Air Talent, and our Board Operator participated in the Mobile Chamber of Commerce Business Expo at the Mobile Convention Center. More than 200 exhibitors were on hand and more than 2000 people attended. IHeartMedia Mobile/Pensacola promoted the event on air and had a booth with information about our stations and the benefits of working for iHeartMedia.?	4	Area President SVP of Sales On-Air Talent Board Operator
4	10/16/2024	Participation in events sponsored by organizations representing the community	On October 16, 2024, our SEU's Vice President of Programming and our On-Air Talent hosted the Junior Ambassadors from the South Baldwin Chamber Foundation for a station tour. They learned about the business of radio, career opportunities in broadcasting, careers in sales and programming, and saw how technology has changed in our industry.	3	VP of Programming On-Air Talent On-Air Talent
5	11/18/2024	Participation in Job Fairs	On November 18, 2024, our SEU's Senior Vice President of Sales, Vice President of Programming, and our On-Air Talent participated in the Baldwin County Career & Job Fair, hosted by the Eastern Shore Chamber of Commerce. Our SEU discussed job opportunities with iHeartMedia and passed out information with the corporate career website.	3	SVP of Sales VP of Programming On-Air Talent