

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	5-6, 8-9, 13, 16, 20	20
Morning Show Co-Host	1-4, 8-9, 12-14, 17-21	20
Outside Account Executive	1-4, 6-15, 17-19, 21	11
Outside Account Executive	1-2, 4, 6, 8-9, 12-14, 17-19, 21	6

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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	ABA Job Bank 2180 Parkway Lake Drive Birmingham, Alabama 35244 Phone : 205.979.1690 Url : www.al-ba.com Email : lrice@al-ba.com Lesa Rice	N	0
2	AlabamaWorks 649 Monroe Street, Room 2804 Montgomery, Alabama 36131 Phone : 334-242-0029 Email : helpdesk@alabamaworks.alabama.gov Fax : 1-334-242-0029 AlabamaWorks Customer Support	N	0
3	All Access 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310.457.6616 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
4	Birmingham Southern College 900 Arkadelphia Road Birmingham, Alabama 35254 Phone : 205.226.4719 Michael Lebeau Manual Posting	N	0
5	Direct Employers Association 7602 Woodland Drive Suite 200 Indianapolis, Indiana 46278 Career Services Manual Posting	N	0
6	Employee Referral	N	6
7	Glassdoor - Not directly contacted by SEU	N	1
8	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

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9	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	2
10	iHM Human Capital Acquisition	N	1
11	Indeed.com - Not directly contacted by SEU	N	1
12	Lawson State Community College 1100 9th Avenue SW Bessemer, Alabama 35022 Phone : 205.929.3514 Email : dwaluyn@lawsonstate.edu Dorian Waluyn	N	0
13	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	9
14	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205.929.1404 Glenda Brown-Wade Manual Posting	N	0
15	Monster - Not directly contacted by SEU	N	1
16	On-Air Announcements Birmingham, Alabama N/a N/a Manual Posting	N	0

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17	Samford University 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205-726-2578 Url : www.SamfordBulldogs.org Career Services Manual Posting	N	0
18	Stillman College P.O. Box 1430 Tuscaloosa, Alabama 35403 Phone : 205.366.8894 Jacqueline Curry Manual Posting	N	0
19	University of Montevallo 75 College Drive Montevallo, Alabama 35115 Phone : 205.665.6262 Career Services Manual Posting	N	0
20	Unknown (source not adequately identified upon inquiry by SEU)	N	2
21	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/16/2024	Participation in events or programs sponsored by educational institutions	On February 16, 2024, our SEU's, Vice President of Digital Sales, served as a speaker/mentor during a Content Marketing Group Project class with Harbert College of Business at Auburn University in Auburn, AL. Along with coaching them on their project and giving input, he discussed his career in broadcasting, the importance of digital broadcasting and how they can use this project to work toward their career in broadcasting.	1	VP of Digital Sales
2	3/26/2024	Participation in events or programs sponsored by educational institutions	On March 26, 2024, our SEU's, Vice President of Digital Sales, participated in the University of Alabama Careers in Communications Networking Mixer in Tuscaloosa, AL. He spoke about career options in radio with interested attendees, discussed the current employment opportunities available in our market, and handed out station information.	1	VP of Digital Sales
3	4/19/2024	Participation in events or programs sponsored by educational institutions	On April 19th, 2024, our SEU's Program Director hosted a group of students and a teacher from Thompson High School on a station tour. Our SEU spoke about broadcasting careers and gave the students the opportunity to speak with the morning show on-air team.	1	Program Director
4	10/28/2024	Participation in Job Fairs	On October 28, 2024, our SEU's, Vice President of Sales, participated in the Alabama Broadcasters Association's Virtual Online Job Fair. The SEU's current Account Executive opening was posted and interested candidates were referred to the Market General Sales Manager for more information on our stations and the details of the position, along with sending in their resume	1	VP of Sales

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5	10/29/2024	Participation in events or programs sponsored by educational institutions	On October 29th, 2024, Our SEU hosted a senior student from Southside High School in Gadsden, AL. The student shadowed our News Talk Morning Show board operator, was given a station tour, and witnessed the “behind the scenes” view of our broadcast operations.	1	Board Operator
6	11/8/2024	Provision of training to management	On November 8, 2024, 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