

WDFN, WJLB, WKQI, WLLZ, WMXD, WNIC
EEO PUBLIC FILE REPORT
June 1, 2024 - May 31, 2025

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
Outside Account Executive	1-15	14
Outside Account Executive	1-15	8
Outside Account Executive	1-15	1

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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	Employee Referral	N	3
2	Glassdoor - Not directly contacted by SEU	N	2
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	2
5	iHM Human Capital Acquisition	N	1
6	Indeed.com - Not directly contacted by SEU	N	1
7	Job/Career Fair - See Section III	N	1
8	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	33
9	Monster - Not directly contacted by SEU	N	1
10	On-Air Announcement (One or More SEU Stations)	N	1
11	Radio On-Line 3500 Tripp Avenue Amarillo, Texas 79121-1637 Phone : 806 352-7503 Url : http://www.radioonline.com Email : ronchase@radioonline.com Fax : 1-806-352-3677 Ron Chase	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
12	Specs Howard School of Media Arts 19900 W. Nine Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 ext. 8959 Url : www.specshoward.edu Email : bcarey@specshoward.edu Career Sercies	N	0
13	Station Website Posting (navigation link to corporate careers website)	N	2
14	Unknown (source not adequately identified upon inquiry by SEU)	N	5
15	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:			52

WDFN, WJLB, WKQI, WLLZ, WMXD, WNIC**EEO PUBLIC FILE REPORT****June 1, 2024 - May 31, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/7/2025	Sponsorship of events in the community designed to increase public awareness	On February 7, 2025, our SEU helped organize, sponsor, and host a Broadcasting and Career Summit for students from Thurston High School's Video and Media Production Department. The summit connected the students with leaders across our SEU for conversations on careers, branding, production, consistency of messaging in radio, how music is selected for radio, Nielsen data, Cume: the building block of your audience, Community Outreach, Marketing and Promotions, and networking opportunities that can lead to success in the broadcasting field. Our Metro President, Executive Vice President of Programming, Director of Marketing & Promotions, Creative Production Designer, and several On-Air Talents participated and gave the students a behind-the-scenes look at the studio and assisted the students in producing a radio spot.	4	Market Success Manager Metro President Director of Marketing and Promotions Executive VP of Programming
2	2/19/2025	Sponsorship of events in the community designed to increase public awareness	On February 19, 2025, our SEU helped organize, sponsor, and host a Broadcasting and Career Summit for new professionals and college students from the Adcraft Club of Detroit. The summit connected the participants with leaders across our SEU for conversations on careers, branding, production, consistency of messaging in radio, how music is selected for radio, Nielsen data, Cume: the building block of your audience, Community Outreach, Marketing and Promotions, and networking opportunities that can lead to success in the broadcasting field. Our Metro President, Market Success Manager, Promotion Events Support, Program Director, several On-Air Talents, and other members of the SEU participated and gave the participants a behind-the-scenes look at the studio and assisted them in producing a radio spot.	4	Market Success Manager Senior VP of Sales Promotions Support VP of National Sales Platforms

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3	3/19/2025	Establishment of a mentoring program	Starting March 19th, our SEU's Metro President and Market Vice President Sales worked with a Promotions Event Support member at the Detroit Market. The program mentored him in handling expenses, trade contracts, and event planning. The program included weekly meetings to learn trade, assign daily tasks, and manage office needs. This was focused on maximizing the Promotion event Support's career development potential and covered creating client relationships, managing trade contracts, creating ad + plans, reporting expenses, and organizing all office supplies/ ordering. Anticipated results will lead to the Promotions Event Support to be hired full time for a sales position.	3	Metro President Market VP of Sales Promotions Events Support
4	4/29/2025	Participation in events sponsored by organizations representing the community	On April 29, 2025, our SEU hosted Detroit School of Performing Arts for a station tour during which our SEU's Vice President of Programming, Program Director, Promotions Manager, Outside Account Executive, and On-Air Talents spoke with the students about their role within iHeart Media, skills needed to succeed in broadcasting, industry trends, and various career opportunities.	4	VP of Programming Program Director Promotions Manager Outside Account Executive