

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2024 - July 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
Senior Account Executive	1-4, 6-17	11
Senior Account Executive	1-17	5
Senior Outside Sales Account Executive	1-17	5
WKKT-FM Morning Show Co-Host	1-4, 6-7, 10-17	15
WEND/WRFX/WRDU Program Director	1-4, 6-7, 11-14, 16-17	11

WEND, WHQC, WKKT, WLKO, WRFX**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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
2	Central Piedmont Community College POB 35009 Career Center Charlotte, North Carolina 28202 Phone : 704-330-6551 Amber Shannon Manual Posting	N	0
3	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Email : naacp@charlottenaacp.com Career Services	N	0
4	Davidson College 705 Griffith Street Davidson, North Carolina 28026 Phone : 704-894-2000 Karen Martin Manual Posting	N	0
5	Employee Referral	N	4
6	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
7	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	4
8	iHM Human Capital Acquisition	N	4

WEND, WHQC, WKKT, WLKO, WRFX**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Indeed.com - Not directly contacted by SEU	N	3
10	Kings College 322 Lamar Avenue Career Center Charlotte, North Carolina 28201 Phone : 704-372-0266 Ashely Branham Manual Posting	N	0
11	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	12
12	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
13	Queens University of Charlotte 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Tes Asfaw Manual Posting	N	0
14	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-687-0795 Email : career@uncc.edu Angela Price	N	0
15	Unknown (source not adequately identified upon inquiry by SEU)	N	7

WEND, WHQC, WKKT, WLKO, WRFX**EEO PUBLIC FILE REPORT****August 1, 2024 - July 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	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
17	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:			34

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/28/2024	Participation in events or programs sponsored by educational institutions	On October 28, 2024, our SEU participated in the Men's Mentor Meetup by The Dean's List & Queens University Vandiver Career Center. Our SEU's participants were our Metro President and one of our morning show hosts. They did 5 rounds of 5 minutes each speed networking with students where they discussed their career path as well as general networking with students and other mentors.	2	Metro President On-Air Personality
2	11/7/2024	Participation in events sponsored by organizations representing the community	On November 7, 2024, Our SEU hosted the Teen Health Connection. Our Production Director 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 Manager
3	11/7/2024	Participation in events or programs sponsored by educational institutions	On November 7, 2024, our SEU's Vice President of Automotive Business Development & Partnerships, Vice President of Sales, and Outside Account Executive served as guest speakers at the Scott Clark Accelerator for Leadership & Education (SCALE) internship program event. They spoke with high school students from local counties, sharing insights into sales, radio programming, promotions, and the training and experience needed to build a successful career in the radio industry.	3	Vice President, Automotive Business Development & Partnerships VP of Sales Senior Account Executive

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/12/2024	Participation in events sponsored by organizations representing the community	On November 12, 2024, our SEU hosted interns from the Scott Clark Accelerator Leadership & Education (SCALE) program for an onsite tour. The Vice President of Sales, Creative Production Designer, On-Air Talent, and Executive Assistant led the visit, offering insights into sales, radio programming, promotions, commercial production, and the experience needed to succeed in the radio industry. Interns toured the office, studios, and equipment—and even had the chance to record sample spots using mock scripts for a hands-on experience.	4	VP of Sales Creative Production Designer On-Air Talent Executive Assistant
5	12/2/2024	Participation in events sponsored by organizations representing the community	On December 2, 2024, our SEU hosted a student from Queen's College for an onsite tour and a day of job shadowing. The Program Director, Marketing Director, and Vice President of Sales led the experience, offering insights into sales, radio programming, promotions, commercial production, podcasting, and the skills needed to succeed in the radio industry. The student observed a morning sales meeting, spent time in the studios with various on-air talents, and visited the promotions and programming offices for a well-rounded, behind-the-scenes look at the business.	3	Program Director Marketing Director VP of Sales
6	12/20/2024	Participation in events sponsored by organizations representing the community	On December 20, 2024, our SEU welcomed a student from the University of South Carolina for an onsite tour. The Creative Production Designer and Executive Assistant hosted the visit, offering insights into sales, radio programming, promotions, commercial production, podcasting, and the skills and experience needed to succeed in the radio industry.	2	Creative Production Designer Executive Assistant

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	2/21/2025	Participation in events sponsored by organizations representing the community	On February 21, 2025, our SEU participated in the Country Radio Seminar Women's Mentoring Breakfast. Our Program Director spoke with fellow women in the country radio industry, sharing her career journey with iHeartMedia, discuss her role, and offering insight, guidance, and support to those looking to grow in the field.	1	Program Director
8	4/28/2025	Participation in events sponsored by organizations representing the community	On April 28, 2025, our SEU team served as guest speakers at an event for the current internship program of the Scott Clark Accelerator for Leadership & Education (SCALE). The Vice President of Sales and an Outside Account Executive spoke with high school students from local counties, sharing insights into sales, radio programming, promotions, and the training and experience needed to build a successful career in the radio industry.	2	VP of Sales Outside Account Executive
9	5/1/2025	Participation in events sponsored by organizations representing the community	On May 1, 2025, our SEU hosted interns from the Scott Clark Accelerator Leadership & Education (SCALE) program for an onsite tour. The Vice President of Sales, Creative Production Designer, Outside Account Executive, and On-Air Talent led the visit, sharing insights into sales, radio programming, promotions, commercial production, and the skills needed to succeed in the industry. Interns got a behind-the-scenes look at the office, studios, and equipment—and had a chance to record using mock podcast scripts for a hands-on experience.	4	VP of Sales Creative Production Designer On-Air Talent Outside Account Executive
10	6/12/2025	Participation in events sponsored by organizations representing the community	On June 16, 2025, our SEU hosted a youth group from Time Out Youth. During the visit, our On-Air Talent and an Outside Account Executive spoke with the group about careers in radio, covering topics like sales, programming, promotions, commercial production, podcasting, and the training and experience needed to succeed in the industry.	2	On-Air Talent Outside Account Executive

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2024 - July 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	6/16/2025	Participation in events or programs sponsored by educational institutions	On June 16, 2025, our SEU welcomed a student from the University of South Carolina for a full day of job shadowing and an onsite tour. The student had the opportunity to learn directly from our Vice President of Sales, an Outside Account Executive, and our On-Air Talents. They shared insights into sales, radio programming, promotions, commercial production, podcasting, and the skills needed to thrive in the radio industry. The student also sat in on a morning sales meeting, joined a client meeting, and spent time in the studios with different on-air personalities to get a hands-on feel for the work.	4	Outside Account Executive VP of Sales On-Air Talent On-Air Talent