

WAAX, WDXB, WERC, WERC-FM, WGMZ, WMJJ, WQEN
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 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	1-21	20
Outside Account Executive	1-21	8
Outside Account Executive	1-21	5

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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	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	Alabama A&M University 4900 Meridian Street North Normal, Alabama 35762 College Recruiter Manual Posting	N	0
3	Alabama State University 915 South Jackson Montgomery, Alabama 36104 College Recruiter Manual Posting	N	0
4	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
5	Employee Referral	N	1
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	1
8	iHM Human Capital Acquisition	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
9	Indeed.com - Not directly contacted by SEU	N	1
10	Lawson State Community College 1100 9th Avenue SW Bessemer, Alabama 35022 Phone : 205.929.3514 Email : dwaluyn@lawsonstate.edu Dorian Waluyn	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	10
12	Miles College 5500 Myron Massey Blvd Fairfield, Alabama 35064 Phone : 205.929.1404 Glenda Brown-Wade Manual Posting	N	0
13	Monster - Not directly contacted by SEU	N	1
14	On-Air Announcement (One or More SEU Stations)	N	1
15	Samford University 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205-726-2578 Url : www.SamfordBulldogs.org Career Services Manual Posting	N	0
16	Station Website Posting (navigation link to corporate careers website)	N	1
17	Stillman College P.O. Box 1430 Tuscaloosa, Alabama 35403 Phone : 205.366.8894 Jacqueline Curry Manual Posting	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
18	The University of Alabama - Tuscaloosa 739 University Boulevard Tuscaloosa, Alabama 35487 College Recruiter 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	4
21	www.mediagignow.com 625 West Adams St. Suite 20-110 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:			22

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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	1/31/2025	Participation in events or programs sponsored by educational institutions	On January 31, 2025, a student from Hoover High School visited the SEU for an educational experience hosted by the Senior Vice President of Programming. During the visit, the student participated in an informational interview to learn about iHeartMedia's organizational structure and explore various career opportunities within the company. The experience also included a behind-the-scenes tour of the broadcast studios, providing the student with firsthand insight into the daily operations of a major media organization.	1	SVP of Programming
2	2/26/2025	Participation in events or programs sponsored by educational institutions	On Wednesday, February 26, 2025, iHeartMedia was honored to participate in the University of Montevallo's Networking Fair. Representatives from the company, including On-Air Talent and a Promotion Events Support, were present to engage with attendees. The iHeartMedia team hosted an informational table featuring branded materials, promotional giveaways, and career literature. Throughout the event, they interacted with over 70 students, providing insights into the organization's mission, operations, and available career opportunities within the media and broadcasting industry.	2	On-Air Talent Promotions Events Support

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	8/26/2025	Participation in events or programs sponsored by educational institutions	Beginning August 26, 2025, and to present, our SEU has been hosting a student from Hoover High School as part of its cooperative education program. The student is engaged in a job shadowing experience with both the programming and promotions departments, working alongside the Program Director and Promotion Events Support in office settings and at off-site events. Throughout the internship, the student has observed morning shows, assisted in writing promotional content for on-air use, supported the promotions team with giveaways and prize distributions, accompanied talent on sales calls, participated in discussions with record label representatives, and joined interviews with charitable organizations. The student has also helped set up and execute charity events, interacted directly with listeners, and assisted at major promotional concerts hosted by the station.	2	Program Director Promotion Events Support
4	10/22/2025	Participation in Job Fairs	On Wednesday, October 22, 2025, iHeartMedia participated in the University of Alabama's Broadcaster's at Bama Career Roundtable Job Fair. The Market President and an Account Executive represented the company, engaging with attendees throughout the event. iHeartMedia hosted an informational table that featured branded materials, promotional giveaways, and career literature. Over the course of the fair, representatives interacted with more than 40 students, offering insights into the company's mission, operations, and career opportunities within the media and broadcasting industry.	2	Market President Outside Account Executive

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5	11/6/2025	Participation in events or programs sponsored by educational institutions	On November 6, 2025, our SEU's Program Director welcomed students from the University of Alabama Birmingham's Audio Class for an immersive visit. Students received a behind-the-scenes tour of the offices and studios, engaged in discussions about career opportunities in the broadcast industry, and had the unique opportunity to record their own newscast. The experience concluded with a Q&A session, where students asked questions and gained deeper insights into the field of broadcasting.	1	Program Director
6	11/7/2025	Participation in Job Fairs	On November 7, 2025, our SEU's Market Vice President of Sales participated in the Alabama Broadcasters Association's Virtual Online Job Fair. She engaged with participants by discussing career paths in broadcasting, highlighting the role of Account Executive, sharing employment opportunities at iHeartMedia, accepting resumes, and answering participant questions.	1	Market VP of Sales
7	11/19/2025	Participation in events or programs sponsored by educational institutions	On November 19, 2025, the SEU's Market President and Account Executive delivered a guest lecture to the University of Alabama's Marketing 300 class. The presentation addressed the structure of the broadcast industry, career opportunities within the field, and the qualifications and competencies typically required for entry. Following the lecture, a question-and-answer session was conducted, during which several students remained engaged in further discussion and sought additional information.	2	Market President Account Executive