

WBCT, WBFX, WKBZ, WMAX-FM, WMRR, WMUS, WOOD, WOOD-FM, WSNX-FM, WSRW-FM, WTKG

EEO PUBLIC FILE REPORT

June 1, 2025 - May 31, 2026

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WBCT, WBFX, WKBZ, WMAX-FM, WMRR, WMUS, WOOD, WOOD-FM, WSNX-FM, WSRW-FM, WTKG**EEO PUBLIC FILE REPORT****June 1, 2025 - May 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	6/3/2025	Participation in events or programs sponsored by educational institutions	<p>On June 3, 2025, iHeartMedia Grand Rapids hosted a student from Michigan State University for a station tour and career discussion. The student was introduced to a variety of career paths in broadcasting, including programming, on-air talent, promotions, sales, and marketing.</p> <p>The visit included an overview of promotions and live event preparation, followed by guided tours across multiple departments. The student met with the Market President and Assistant Program Director, who shared insights into their roles and daily responsibilities. He observed a live on-air broadcast, learned about studio equipment, digital contesting, and remote broadcasts, and was introduced to scripting, sales software, and general sales strategies.</p> <p>The event concluded with a Q&A session, where the student asked questions about entering the industry and explored career opportunities in broadcasting, with a strong interest in pursuing a role in sales.</p>	2	Market President Executive Producer

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	4/7/2026	Participation in events or programs sponsored by educational institutions	<p>On April 7, 2026, iHeartMedia Grand Rapids hosted broadcasting students from Grand Valley State University for a station tour and career discussion. Students were introduced to a variety of career paths in broadcasting, including programming, on-air talent, promotions, sales, marketing, and news.</p> <p>The visit included an overview of promotions and live event preparation, followed by guided tours across multiple departments. Students met with the Senior Vice President of Programming, Manager of Digital Content, Board Operator, Afternoon Anchor/Reporter, Executive Producer, and an Outside Account Executive, who shared insights into their roles and daily responsibilities. Students observed live on-air broadcasting and learned about studio equipment and software, digital contesting, remote broadcasts, and sales practices such as cold calling, order entry, copy collection, and presentation development. They were also introduced to scripting, web content writing, and multi-market anchoring.</p> <p>The event concluded with a Q&A session, where students asked questions about entering the industry and explored employment opportunities in broadcasting.</p>	4	SVP of Programming Manager, Digital Content Afternoon Anchor/Reporter Executive Producer

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	4/16/2026	Participation in events or programs sponsored by educational institutions	<p>On April 16, 2026, iHeartMedia Grand Rapids hosted broadcasting students from Grand Valley State University for a station tour and career discussion. Students were introduced to a variety of career paths in broadcasting, including programming, on-air talent, promotions, sales, marketing, and news.</p> <p>The visit included an overview of promotions and live event preparation, followed by guided tours across multiple departments. Students met with a our Senior Vice President of Programming, Manager, Digital Content, Board Operator, Afternoon Anchor/Reporter, and Executive Producer who shared insights into their roles and daily responsibilities. Students observed live on-air broadcasting, learned about studio equipment and software, digital contesting and remote broadcasts, and were introduced to scripting, web content writing, and multi-market anchoring.</p> <p>The event concluded with a Q&A session, where students asked questions about entering the industry and explored employment opportunities in broadcasting.</p>	4	SVP of Programming Manager, Digital Content Afternoon Anchor/Reporter Executive Producer