

WDFN, WJLB, WKQI, WLLZ, WMXD, WNIC
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 |
|------------------------|--|-------------------------------|
| Auto Account Executive | 3-4, 6-8, 11-17 | 3 |
| Account Executive | 1-3, 5-14, 16-17 | 3 |
| Account Executive | 1-3, 5-14, 16-17 | 10 |
| Account Executive | 1-3, 5-14, 16-17 | 7 |

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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 |
|-----------|---|---|--|
| 1 | Cleary University 3750 Cleary Drive Howell, Michigan 48843 N/A N/A Manual Posting | N | 0 |
| 2 | Eastern Michigan University 202 Welch Hall Ypsalanti, Michigan 48197 N/A N/A Manual Posting | N | 0 |
| 3 | Employee Referral | N | 6 |
| 4 | Handshake (job dissemination tool facilitating postings to multiple colleges and universities) | N | 1 |
| 5 | Henry Ford College 5101 Evergreen Road Dearborn, Michigan 48128 N/A N/A Manual Posting | N | 0 |
| 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 | 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 | 6 |

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|------------------|--|--|---|
| 9 | Madonna University 36600 Schoolcraft Livonia, Michigan 48150 N/A N/A Manual Posting | N | 0 |
| 10 | Non-Employee Referral | 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 |
| 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 | The University of Michigan 500 S. State Street Ann Arbor, Michigan 48109 Phone : 734-764-1817 N/A N/A Manual Posting | N | 0 |
| 14 | University of Detroit Mercy 4001 West McNichols Road Detroit, Michigan 48221 N/A N/A Manual Posting | N | 0 |
| 15 | Unknown (source not adequately identified upon inquiry by SEU) | N | 2 |
| 16 | Wayne State University 471 W. Palmer Avenue Detroit, Michigan 48202 Phone : 313-577-3933 N/A N/A Manual Posting | N | 0 |

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|--|---|--|---|
| 17 | 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: | | | 17 |

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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 | 6/7/2025 | Participation in events or programs sponsored by educational institutions | On June 7, 2025, our Market President hosted a station tour for two students from Berkley High School and one student from Purdue University who were interested in exploring careers in radio and media. Participants received a comprehensive behind-the-scenes overview of station operations, including on-air talent, programming, production, promotions, and audience engagement. The tour included a visit to the Mojo in the Morning studio, where students observed a live broadcast environment and learned about the structure, preparation, and coordination required to produce a successful morning show. The event provided exposure to broadcasting careers, introduced potential career pathways, and allowed participants to engage directly with station staff to learn about employment opportunities within the industry. | 1 | Market President |
| 2 | 11/6/2025 | Participation in Job Fairs | On November 6, 2025, our SEU participated in Media Academy Day, hosted by the Michigan Association of Broadcasters. Our Promotions Director, Digital Content Manager, and Promotions Event Support represented the SEU at the career fair, engaging with students about job opportunities and pathways to success in media. They provided a QR code for on-site job applications, answered questions about the broadcasting industry, and encouraged students to pursue careers in broadcasting and media. | 3 | Promotions Director Digital Content Manager Promotions Events Support |

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|---|-------------|---|---|-------------------------------------|--|
| 3 | 3/18/2026 | Participation in events or programs sponsored by educational institutions | On March 18, 2026, our SEU hosted members of Adcraft Advance as part of their 2026 Audio Session curriculum and a career awareness initiative. Attendees participated in a behind-the-scenes tour of the station facilities and received an overview of careers in audio, radio, and broadcasting, including on-air and media roles. The event featured a lobby presentation and interactive discussions with iHeartMedia representatives, including the Account Director, National Digital Sales; Promotions Event Support; and On-Air Talent. Each representative shared insights into their career paths, industry experience, and professional opportunities within iHeartMedia and the broader audio industry. | 4 | Account Director, National Digital Sales Promotion Events Support On-Air Talent On-Air Talent |

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|---|-------------|---|---|-------------------------------------|---|
| 4 | 3/27/2026 | Participation in events or programs sponsored by educational institutions | <p>On March 27, 2026, iHeartMedia Detroit hosted students from Harper Woods High School for a station tour and career outreach event focused on broadcasting and media careers. Students received a behind-the-scenes look at radio station operations and learned about employment opportunities within the industry.</p> <p>The event featured presentations from the Market Vice President of Sales and the Executive Vice President of Programming, who discussed careers in sales, promotions, and programming. Students also participated in a mock promotional event, met with on-air talent, and learned about roles in marketing, promotions, and station operations from additional iHeartMedia staff, including Promotions Events Planner, Promotion Events Management, Broadcast Assistant Program Director, and Promotions Events Support.</p> <p>The visit concluded with a Q&A session, giving students the opportunity to engage directly with industry professionals and gain insight into career paths and opportunities in broadcasting and media.</p> | 4 | Market VP of Sales Executive VP of Programming On-Air Talent Broadcast Assistant Program Director |

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|---|-------------|---|---|-------------------------------------|---|
| 5 | 5/4/2026 | Participation in events sponsored by organizations representing the community | <p>On May 4, 2026, our SEU hosted students from L'Anse Creuse Public Schools for a station tour and career outreach event focused on opportunities in broadcasting and media. Participants received a behind-the-scenes look at radio operations and learned about careers in sales, programming, on-air talent, promotions, and marketing.</p> <p>During the visit, an Outside Account Executive discussed media sales and the role of connecting with listeners, clients, and advertisers. The Program Director provided insight into programming strategy and audience engagement, while On-Air Talent shared their experiences working in broadcasting and building a career in radio.</p> <p>The event offered students exposure to various career paths within iHeartMedia and the media industry while increasing awareness of employment opportunities in broadcasting.</p> | 4 | Outside Account Executive Program Director On-Air Talent On-Air Talent |

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|---|-------------|---|--|-------------------------------------|--------------------------|
| 6 | 5/11/2026 | Participation in events sponsored by organizations representing the community | <p>On May 11, 2026, our SEU hosted members from Acts Retirement Life Community who were interested in learning about careers in radio and media. The event featured a behind-the-scenes tour of our broadcast facilities led by on-air talent from Mojo in the Morning. Participants visited the WNIC, WJLB, WKQI, and WLLZ studios and received an overview of station operations, broadcast production, and the radio industry.</p> <p>During the visit, attendees engaged in discussions about morning show production and various career opportunities in broadcasting, including on-air talent, programming, production, promotions, and station operations. The visit concluded with a Q&A session, allowing the students to engage directly with staff and learn more about the industry.</p> | 1 | On-Air Talent |

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|---|-------------|---|--|-------------------------------------|--|
| 7 | 5/26/2026 | Participation in events sponsored by organizations representing the community | <p>On May 26, 2026, our SEU hosted participants from the Keys 2 Life Performing Arts Camp for a station tour and career outreach event at its Detroit facility. Students were introduced to career opportunities in broadcasting, radio, music, media, and entertainment through a behind-the-scenes look at station operations.</p> <p>Participants toured the building, visited several studio spaces, including the Mojo in the Morning studio, and learned about content creation, broadcasting, and the various roles that support radio programming. The group also heard from an On-Air Talent who shared insights into working in radio and the entertainment industry, discussing the impact of music and media in connecting with audiences.</p> <p>Led by the Executive Assistant and Promotions Events Support, the event provided students with an engaging opportunity to ask questions and interact with media professionals.</p> | 3 | Executive Assistant Promotions Events Support On-Air Talent |
| 8 | 5/27/2026 | Participation in events or programs sponsored by educational institutions | <p>On May 27, 2026, our SEU hosted a pop-up station tour for students from Macomb Community College. During the visit, students toured the studios and received a behind-the-scenes look at broadcast operations, learning about radio, music, and the role broadcasting plays in serving the Detroit community.</p> <p>Students also met with the Market President, Executive Assistant, and Director of Inventory Revenue Management, who shared insights into careers within the radio industry and discussed the skills and opportunities available in broadcasting and media. The tour provided participants with valuable exposure to career pathways in radio, media, and entertainment.</p> | 3 | Market President On-Air Talent Director of Inventory Revenue Management |