WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2025 - July 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
Senior Account Executive	1-5, 8-9, 11-15, 18-22	5
Outside Sales Account Executive	1-6, 8-9, 11-13, 15, 18-22	13
Outside Sales Account Executive	1-4, 8-13, 15, 18-22	13
Outside Sales Account Executive	1-4, 8-9, 12-13, 15, 17-22	13
Outside Sales Account Executive	1-5, 8-9, 12-13, 15, 18-22	20
Outside Sales Account Executve	1-5, 7-9, 12-13, 15, 17-22	5

This report was modified in October 2026 to address reporting issues.

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2025 - July 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
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	11
6	Glassdoor - Not directly contacted by SEU	N	1
7	iHeart Radio Station Website (navigation link to corporate careers website)	N	1
8	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

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2025 - July 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
9	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	5
10	iHM Human Capital Acquisition	N	1
11	Indeed.com - Not directly contacted by SEU	N	8
12	Kings College 322 Lamar Avenue Career Center Charlotte, North Carolina 28201 Phone : 704-372-0266 Ashely Branham Manual Posting	N	0
13	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	39
14	Non-Employee Referral	N	2
15	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
16	On-Air Announcement (One or More SEU Stations)	N	0
17	On-Air or Podcast host social media sites - not directly contacted by SEU	N	2
18	Queens University of Charlotte 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Tes Asfaw Manual Posting	N	0

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2025 - July 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
19	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-687-0795 Email : career@uncc.edu Angela Price	N	0
20	Unknown (source not adequately identified upon inquiry by SEU)	N	15
21	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
22	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:		**85**

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/26/2025	Participation in events or programs sponsored by educational institutions	On September 26, 2025, our SEU hosted a student from Queen's University of Charlotte for an onsite station tour and job shadowing experience. The Creative Production Designer and an Account Executive spoke with the student about careers in sales, radio programming, promotions, commercial production, and podcasting, as well as the skills and experience needed to succeed in the radio industry. The student attended a morning sales meeting and spent time in the studio observing and assisting with production, gaining hands-on exposure to daily operations. This experience provided valuable insight into career opportunities in broadcasting and media.	2	Creative Production Designer Account Executive
2	10/10/2025	Participation in events or programs sponsored by educational institutions	On October 10, 2025, our SEU hosted a student from UNC Wilmington for an onsite tour. Our Vice President of Sales spoke to the attendee about sales, radio programming, promotions, making commercials, Podcasting, and the training and experience it takes to be successful in the radio industry.	1	VP of Sales

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	11/25/2025	Participation in events or programs sponsored by educational institutions	On November 25, 2025, our SEU hosted students from Banks Trail Middle School for a behind-the-scenes station tour and job shadowing experience. The visit was led by the Area President and Broadcast Program Director. Students spent time in the studios with our Broadcast Program Director, where they were introduced to the production processes and received hands-on demonstrations of equipment used to create on-air programming. They also met with the Area President to learn about the broadcasting industry as a whole, including job duties, responsibilities, and daily operations involved in managing a radio station. In addition, they discussed careers in broadcasting both broadly and within iHeartMedia. This experience provided students with valuable insight into careers in radio broadcasting and encouraged them to pursue further education and explore future opportunities in the media industry.	2	Area President Broadcast Program Director

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	12/2/2025	Participation in events sponsored by organizations representing the community	On December 2, 2025, our SEU served as guest speakers at the Scott Clark Accelerator for Leadership & Education (SCALE) Current Internship Program event. Participants included the Area President, Vice President of Sales, Vice President of Automotive Business Development & Partnerships, and an Outside Account Executive. They spoke with students from local county high schools about their individual career paths, their roles at iHeartMedia, and career opportunities within radio broadcasting, including sales, programming, and promotions. The presenters also addressed the skills, training, and experience necessary to succeed in the industry and highlighted potential career pathways in media. The visit concluded with a Q&A, providing students the opportunity to engage directly and gain further insight into broadcasting careers.	4	Area President VP of Automotive Business Development & Partnerships VP of Sales Outside Account Executive
5	12/10/2025	Participation in events sponsored by organizations representing the community	On December 10, 2025, the SEU hosted interns from the Scott Clark Accelerator Leadership & Education (SCALE) program fora behind-the-scenes tour of our broadcast facilities. The Broadcast Program Director, Creative Production Designer, Outside Account Executive, and On-Air Talent discussed careers in broadcasting, specifically highlighting their roles in programming, commercial production, promotions, and sales. Participants toured the studios and offices, observed broadcast equipment in operation, and recorded mock commercial spots. The event concluded with a Q&A session focused on training, experience, and career opportunities in the radio industry.	4	Outside Account Executive Creative Production Designer Broadcast Program Director On-Air Talent

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	3/24/2026	Participation in events or programs sponsored by educational institutions	On March 24, 2026, the SEU hosted a student from Appalachian State University for a station tour. During the visit, the SEU's Program Director/On-Air Talent provided a behind-the-scenes overview of broadcast operations and discussed careers in radio, including programming, promotions, commercial production, and podcasting. The student also learned about the training, skills, and experience required to be successful in the radio and broadcasting industry.	1	Program Director/On-Air Talent
7	5/6/2026	Participation in events sponsored by organizations representing the community	On May 6, 2026, the SEU hosted interns from the Scott Clark Accelerator Leadership & Education (SCALE) program fora behind-the-scenes tour of our broadcast facilities. The Broadcast Program Director, Creative Production Designer, Outside Account Executive, On-Air Talent, and Executive Assistant discussed careers in broadcasting, specifically highlighting their roles in programming, commercial production, promotions, and sales. Participants toured the studios and offices, observed broadcast equipment in operation, and recorded mock commercial spots. The event concluded with a Q&A session focused on training, experience, and career opportunities in the radio industry.	4	Broadcast Program Director Creative Production Designer Outside Account Executive On-Air Talent

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	6/8/2026	Participation in events sponsored by organizations representing the community	On June 8, 2026, our SEU's On-Air Talent was a speaker at the Kellar Media Career Academy Training Program at Appalachian State University. He presented a session titled "How to Get Your Foot in the Door," highlighting the practical, early-career strategies for breaking into broadcasting, media, or communications roles. The five-day training program was designed to prepare students to secure their first job in the broadcasting industry. During his session, the On-Air Host shared insights into his career path and current role at iHeartMedia, while offering guidance on entry pathways into the industry. He discussed a range of career opportunities across broadcasting and encouraged participants to actively explore careers in media. The session concluded with an interactive Q&A, providing students with the opportunity to engage directly, ask questions, and gain further insight into industry expectations and career development.	1	On-Air Talent

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2025 - July 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	6/10/2026	Participation in events or programs sponsored by educational institutions	On June 10, 2026, the SEU hosted students from Appalachian State University as part of their Kellar Media Career Academy for a behind-the-scenes tour of our broadcast operations. Participants from the SEU included the Area President, Director of Marketing, Promotions, and Client Activation, Creative Production Designer/On-Air Talent, Program Director/On-Air Talent. During the visit, SEU representatives provided an overview of careers in broadcasting and media, with a focus on sales, promotions, programming, and commercial production. They also discussed the skills, training, and experience necessary for success in the industry. The visit concluded with a Q&A session, allowing students to ask questions and learn more about the industry.	4	Area President Director of Marketing, Promotions, and Client Activation Creative Production Designer/On-Air Talent Program Director/On-Air Talent
10	7/1/2026	Participation in events sponsored by organizations representing the community	On July 1, 2026, our SEU hosted the Charlotte Youth Broadcasting Camp, a national specialty broadcasting camp for middle and high school students. Representatives from our SEU, including the Vice President of Sales, Creative Production Designer, Broadcast Program Director, and On-Air Talent, participated in the event and shared insights into various aspects of the broadcasting industry. They discussed careers in media sales, radio programming, podcast production, commercial creation, and the education, skills, and experience needed to succeed in broadcasting. Attendees also learned about employment opportunities within the radio industry and the diverse career paths available in media. The visit concluded with a Q&A session, allowing students to engage directly and learn more about the industry.	4	VP of Sales Creative Production Designer Broadcast Program Director On-Air Talent