

**WAGH, WDAK, WGSY, WHTY, WSTH-FM, WVRK**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - November 30, 2021**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-12	9

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 301-457-6616 Email : JDenver@allaccess.com Joel Denver	N	0
2	Columbus StateUniversity 4225 University Avenue Columbus, Georgia Phone : 706-507-8764 Email : LAB@ColumbusState.edu Luz Bernal	N	0
3	Columbus Technical College 928 Manchester Expressway P-600 Columbus, Georgia 31904 Phone : 706-649-1055 Email : careerconnections@columbustech.edu Career Connections	N	0
4	CVCC 2602 College Drive Phenix City, Alabama 36869 Phone : 334-291-4900 Url : <a href="http://www.cv.edu">http://www.cv.edu</a> Email : Debbie.Boone@cv.edu Debbie Boone	N	0
5	Fort Valley State University 1005 State University Dr. Fort Valley, Georgia 31030 Phone : 478-825-6350 Email : simmons@fvsu.edu Fax : 1-478-825-6471 Romelda Simmons, Ed.D	N	0
6	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
8	University of West Georgia 355 Parker Hall Carrollton, Georgia 30118 Url : <a href="http://www.careerweb.westga.edu">http://www.careerweb.westga.edu</a> Email : <a href="mailto:careers@westga.edu">careers@westga.edu</a> Career Services	N	0
9	Unknown (source not adequately identified upon inquiry by SEU)	N	1
10	Urban League of Greater Columbus 802 1st Avenue Columbus, Georgia 31902-2707 Phone : 706-322-6840 Url : <a href="http://www.columbusurbanleague.org">http://www.columbusurbanleague.org</a> Email : <a href="mailto:ceo@urbanleaguec.org">ceo@urbanleaguec.org</a> Susan Cooper	N	0
11	US Army Employment Readiness Program Building 2624, Soldiers Plaza Fort Benning, Georgia 31905 Url : <a href="http://www.us.army.mil">http://www.us.army.mil</a> Email : <a href="mailto:mark.mills4@us.army.mil">mark.mills4@us.army.mil</a> Career Services	N	0
12	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>1</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/5/2021	Co Sponsoring Job Fair	On January 5, 2021, our SEU co-sponsored a job fair with our local Goodwill Southern Rivers. Our SEU helped organize all aspects of the event and coordinate logistics, including helping recruit employers to participate, promoting the event on-air and through our stations' social media platforms, and setting up on the day of the event. Our SEU also participated as an employer, setting up a booth and collecting resumes from interested attendees.	2	Market President VP of Programming
2	1/11/2021	Establishment of a mentoring program	During the winter of 2021, our SEU established a training program for Account Executives to provide them with the skills needed to qualify for different, higher-level positions at iHM. Our Account Executive trainees met with the Market President weekly for two months and covered new topics at each meeting, including digital products, podcasting techniques, attribution tools, operations support, and location tactics training.	6	Market President Account Executive Account Executive Account Executive