

**WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 - September 30, 2020**

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

**WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ****EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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**III. RECRUITMENT INITIATIVES**

	<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	10/1/2019	Establishment of training programs for station personnel	From October 2019 through March 2020, our SEU cross-trained our Sales Assistant on the skills needed to qualify for positions in the Traffic Department. As part of the training sessions, our Traffic Manager met with the Sales Assistant regularly to cover various traffic skills, including how to finalize and run logs, how to handle missing copy, processing National orders, and revisions. The Sales Assistant was ultimately promoted to a supervisory position.	1	Traffic Manager Sales Assistant
2	1/7/2020	Participation in events sponsored by organizations representing the community	On January 7, 2020, our SEU hosted the junior leadership of Charlotte group for a tour of our facilities. Station participants included our Market President and On-Air Talent, who spoke with attendees about different career paths in the broadcasting industry and career opportunities at iHM.	4	Sales Manager On-Air Talent Executive Administrative Assistant On-Air Talent
3	3/3/2020	Participation in events sponsored by organizations representing the community	On March 3, 2020, our SEU hosted Leadership of Charlotte group for a station tour. Station participants included our Executive Assistant and On-Air Talent, who spoke with the group about career paths in broadcasting and answered questions from attendees.	1	Executive Assistant