

Meredith G. Singer
202.719.7507
msinger@wiley.law



Wiley Rein LLP
2050 M Street NW
Washington, DC 20036
Tel: 202.719.7000

wiley.law

December 15, 2023

**VIA E-MAIL & POSTING TO
FCC ONLINE PUBLIC INSPECTION FILE**

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission

Re: Response to Broadcast EEO Audit Letter
WBKS(FM), Columbus Grove, OH (Fac. ID#
40714)

Dear Ms. Goldin:

On behalf of iHM Licenses, LLC, licensee of WBKS(FM), Columbus Grove, Ohio (Fac. ID# 40714), as well as the commonly owned stations in the Lima, Ohio station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of October 30, 2023 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080 ("Audit Letter").¹ Per your request, this submission consists of a sworn statement by Matt Bell, Market President with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully Submitted,

A handwritten signature in blue ink that reads "Meredith G. Singer".

Meredith G. Singer

cc: Lynn Kalagian (FCC) (*via email*)

¹ The SEU received an extension to and through December 22, 2023 to submit its response.

DECLARATION OF MATT BELL, MARKET PRESIDENT

I, Matt Bell, hereby declare as follows:

1. I am a Market President for iHM Licenses, LLC, the licensee of WBKS(FM), Columbus Grove, Ohio (Fac. ID No. 40714), which is part of a station employment unit based in Lima, Ohio and which includes WZRFX-FM, Fort Shawnee (Fac. ID No. 8061); WIMA(AM), Lima, Ohio (Fac. ID No. 37498); WIMT(FM), Lima, Ohio (Fac. ID No. 37497); and WMLX(AM), St. Mary's, Ohio (Fac. ID No. 37499) (the "SEU" or "Unit"). The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by iHeartMedia, Inc. (collectively, "iHeartMedia"). This Statement and relevant attachments are being submitted in response to the October 30, 2023 letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division of the Commission's Enforcement Bureau, concerning a random audit of EEO compliance (the "EEO Audit Letter").
2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission ("FCC" or the "Commission"), 47 C.F.R. § 73.2080(e)(1).
3. In response to Question 2(b)(i) of the EEO Audit Letter, the SEU's two most recent EEO Public File Reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.
4. In response to Question 2(b)(ii) of the EEO Audit Letter, the web addresses of the stations in this SEU are as follows: www.kisslima.com (WBKS(FM)); <https://1075thebigbuck.iheart.com/> (WZRFX-FM); <https://1150wima.iheart.com/> (WIMA(AM)); <https://t102.iheart.com/> (WIMT(FM)); <https://mix1033.iheart.com> (WMLX(AM)). A copy of the current EEO Public File Report is included on or linked to each of these websites.
5. In response to Question 2(b)(iii), the date of each full-time hire listed in the SEU's above-referenced EEO Public File Reports, in accordance with 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B. Further, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions pursuant to 47 C.F.R. § 73.2080(c)(5)(iii), including the recruitment reflected in the above EEO Public File Reports. However, pursuant to the EEO Audit Letter, only one such job notice per position is included at Attachment B.
6. In response to Question 2(b)(iv) of the EEO Audit Letter, the internal business records appended at Attachment B also provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the above EEO Public File Reports.
7. In response to Question 2(b)(v) of the EEO Audit Letter, documentation concerning the Unit's performance of four points worth of recruitment initiative activity during the period covered by the above EEO Public File Reports and as described in § 73.2080(c)(2) is appended at Attachment C with participating personnel noted therein. This SEU employs a total of 9 full-time employees and all of our stations are located in a market with a population of less than

250,000. Accordingly, the SEU is required to perform at least two points worth of recruitment initiative activity during each two-year period measured from the date the stations in the SEU are required to file license renewal applications.

8. In response to Question 2(b)(vi) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of the stations in this SEU based on race, color, religion, national origin or sex filed before a body with jurisdiction under federal, state, territorial or local law during the current license term.

9. In response to Question 2(b)(vii) of the EEO Audit Letter, the licensee affirms that iHM Licenses, LLC deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Broadcast Diversity Recruitment Plan (the “Recruitment Plan” or “Plan”) in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how iHeartMedia SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, details the required recordkeeping requirements and provides a quarterly self-assessment program.

At the corporate level, iHeartMedia assists SEUs in understanding and following the Recruitment Plan, employing a team of corporate HR specialists that respond to SEU requests for FCC EEO compliance assistance and/or that call upon outside counsel for additional guidance when warranted. Furthermore, iHeartMedia has a team of internal public inspection file auditors that surveys FCC EEO performance of iHeartMedia SEUs as part of their routine review of overall public file compliance. Finally, in connection with the deployment of HR software throughout the company, iHeartMedia HR’s department has conducted training sessions for its SEUs on its hiring policies and procedures, including compliance with the FCC’s EEO broad outreach rules, and continues to provide access to training on FCC EEO matters to SEUs via its online HR portal.

At the local level, our SEU’s Executive Assistant and Finance Manager help me oversee our day-to-day EEO compliance efforts, including recordkeeping and compliance monitoring. I also oversee the recruitment initiatives that our SEU participates in, manage our master recruitment source list, and oversee our SEU’s implementation of and compliance with iHeartMedia’s EEO policies and procedures. This SEU’s EEO compliance measures include identifying efforts to afford equal employment opportunities to employees and applicants through statements disseminated in job applications and posted in conspicuous areas within the workplace. This SEU’s employment practices are my ultimate responsibility, working in conjunction with in-house counsel at iHeartMedia corporate headquarters and, when applicable, outside employment and labor counsel.

10. In response to Question 2(b)(viii) of the EEO Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company’s Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs with an opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, the SEU also includes language on its station websites encouraging qualified community organizations to contact the SEU to request its

job notices. Further, this SEU routinely offers training programs to management-level employees as to methods of ensuring equal employment opportunities and participates in local job fairs to increase community awareness of career opportunities in broadcasting. We regularly work with our local chapter of the Ohio Means Jobs organization to help publicize career opportunities at our SEU.

11. In response to Question 2(b)(ix) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect.

Dated: December 15, 2023

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF MATT BELL, MARKET PRESIDENT**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

A handwritten signature in black ink, appearing to be 'Matt Bell', written above a horizontal line.

Matt Bell

TAB A

EEO PUBLIC FILE REPORTS

WBKS, WIMA, WIMT, WMLX, WZRX-FM
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

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
Outside Account Executive	1-8	1

WBKS, WIMA, WIMT, WMLX, WZRZ-FM
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

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	Employee Referral	N	1
2	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
3	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	0
4	James A Rhodes State College 4240 Campus Dr Lima, Ohio 45804 Phone : 419-995-8312 Url : http://www.rhodesstate.edu/ Email : richardon.k@rhodesstate.edu Krista Richardson	N	0
5	Job/Career Fair - See Section III LIMA, Ohio N/a N/a Manual Posting	N	0
6	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	0
7	Ohio Northern University 525 S. Main St Ada, Ohio 45810 Phone : 419-772-2145 Url : https://onu-csm.symplicity.com/ Email : career@onu.edu Anne Niese	N	0

WBKS, WIMA, WIMT, WMLX, WZRZ-FM**EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****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
8	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

WBKS, WIMA, WIMT, WMLX, WZRZ-FM
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/11/2022	Participation in Job Fairs	On March 11, 2022, our SEU participated in the Ohio State Career Fair and NIL Job Fair, sponsored the Ohio State Career Center. Our SEU promoted the job fair via on-air announcements and participated in the event by speaking with attendees about career opportunities in the broadcasting industry and at our SEU. SEU participants included our Area Manager.	1	Area Manager
2	5/5/2022	Participation in Job Fairs	On May 5, 2022, our SEU participated in the Ohio Means Jobs Allen County Career Fair. Our SEU promoted the job fair via on-air announcements and participated in the event by speaking with attendees about career opportunities in the broadcasting industry and at our SEU. SEU participants included our Area Manager.	1	Area Manager

WBKS, WIMA, WIMT, WMLX, WZRX-FM
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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
Outside Account Executive	1-8	5
Outside Account Executive	1-8	1
Outside Account Executive	2-8	5

WBKS, WIMA, WIMT, WMLX, WZRX-FM
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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	Employee Referral	N	2
2	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
3	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	0
4	James A Rhodes State College 4240 Campus Dr Lima, Ohio 45804 Phone : 419-995-8312 Url : http://www.rhodesstate.edu/ Email : richardon.k@rhodesstate.edu Krista Richardson	N	0
5	Job/Career Fair - See Section III	N	2
6	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	0
7	Ohio Northern University 525 S. Main St Ada, Ohio 45810 Phone : 419-772-2145 Url : https://onu-csm.symplicity.com/ Email : career@onu.edu Anne Niese	N	0

WBKS, WIMA, WIMT, WMLX, WZRX-FM**EEO PUBLIC FILE REPORT****June 1, 2022 - May 31, 2023****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
8	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

WBKS, WIMA, WIMT, WMLX, WZRX-FM
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/31/2022	Participation in Job Fairs	On October 31, 2022, our SEU participated in Oregon State University's 2022 College of Business Virtual Fall Career Fair. SEU participants, including our Market President and VP of Sales, spoke with attendees about broadcast employment opportunities at our SEU and answered questions about working in the broadcast industry.	2	Market President VP of Sales
2	5/27/2023	Provision of training to management	On May, 27, 2023, our SEU's Market President took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Market president
3	5/27/2023	Provision of training to management	On May 27, 2023, our SEU's Market President took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Market president
4	5/30/2023	Provision of training to management	On May 30, 2023, our SEU's Market President took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Market president

TAB B

VACANCY DOCUMENTATION

WBKS, WIMA, WIMT, WMLX, WZRZ-FM**Vacancy Data Form****Outside Account Executive**

Recruitment source referring hiree: Employee Referral

Date of hire: 3/7/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Employee Referral	N	1
2	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
3	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	0
4	James A Rhodes State Colege 4240 Campus Dr Lima, Ohio 45804 Phone : 419-995-8312 Url : http://www.rhodesstate.edu/ Email : richardon.k@rhodesstate.edu Krista Richardson	N	0
5	Job/Career Fair - See Section III LIMA, Ohio N/a N/a Manual Posting	N	0
6	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	0

WBKS, WIMA, WIMT, WMLX, WZRZ-FM**Vacancy Data Form****Outside Account Executive**

Recruitment source referring hiree: Employee Referral

Date of hire: 3/7/2022

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Ohio Northern University 525 S. Main St Ada, Ohio 45810 Phone : 419-772-2145 Url : https://onu-csm.symplicity.com/ Email : career@onu.edu Anne Niese	N	0
8	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

WBKS, WIMA, WIMT, WMLX, WZRX-FM
Fax and E-mail verification summary report for Outside Account Executive

Position: Outside Account Executive

Hire Date: March 7, 2022

This report, generated by Broadcast1Source, verifies that WBKS, WIMA, WIMT, WMLX, WZRX-FM used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Stations

Job Summary:

Have you considered working for the #1 Audio Company? Not just in Lima -- or even Ohio -- but, in the entire country? iHeartMedia is the #1 Audio Company in the US reaching 9 out of 10 Americans Every Month! You know iHeart for our amazing concerts and podcasts as well as our national and local personalities like - JB Webb T102, Murphy, Sam, & Jody on Mix 103.3, Todd Walker on 1150 WIMA,, and Ryan Seacrest on KISS-FM

Being the #1 Audio Company in the country, we offer more than radio advertising! As an Account Executive with iHeartMedia, you have the ability to sell innovative and inclusive broadcast and digital marketing tools. You'll have all of these tools at your fingertips in Northwest Ohio, plus you'll be able to sell on behalf of over 150 markets across the country representing over 850 diverse iHeartMedia radio stations.

Responsibilities

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.
- Negotiates rates based on iHeartMedia's budgets.
- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance.

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- Salesforce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

Lima, OH: 667 W Market St, 45801

Position Type

Regular

Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions, consultation on legal and financial matters, emotional well-being, family and caregiving
- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Some positions in certain divisions of the iHeartMedia family of companies are subject to mandatory vaccination requirements as a condition of employment. Candidates who have been offered employment for these positions at iHeartMedia, subject to applicable law, will be required to demonstrate they have been fully vaccinated for COVID-19 or qualify for a medical or religious accommodation from the vaccination requirement by their start date (which may be extended for such purposes). If the aforementioned requirements are not met, candidates who have accepted offers for such positions will have their offers rescinded and/or employment terminated in accordance with applicable law.

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.

Click [Here](#) to learn about the San Francisco Fair Chance Ordinance .

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Lima-OH/Outside-Account-Executive_Req26899

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Gonzales at bonniegonzales@iheartmedia.com

WBKS, WIMA, WIMT, WMLX, WZRX-FM**Fax and E-mail verification summary report for Outside Account Executive**

RS Number	Recruiting Source	Date and Time
4	James A Rhodes State College E-mail: richardon.k@rhodesstate.edu	Sent: 1/7/2022 8:02:09 PM
7	Ohio Northern University E-mail: career@onu.edu	Sent: 1/7/2022 8:02:09 PM
8	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 1/7/2022 8:02:08 PM

WBKS, WIMA, WIMT, WMLX, WZRX-FM**Vacancy Data Form****Outside Account Executive****Recruitment source referring hiree: Employee Referral****Date of hire: 6/21/2022****Recruitment source referring hiree: Job/Career Fair - See Section III****Date of hire: 6/2/2022**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Employee Referral	N	2
2	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
3	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	0
4	James A Rhodes State Colege 4240 Campus Dr Lima, Ohio 45804 Phone : 419-995-8312 Url : http://www.rhodesstate.edu/ Email : richardon.k@rhodesstate.edu Krista Richardson	N	0
5	Job/Career Fair - See Section III	N	1
6	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	0

WBKS, WIMA, WIMT, WMLX, WZRX-FM**Vacancy Data Form****Outside Account Executive****Recruitment source referring hiree: Employee Referral****Date of hire: 6/21/2022****Recruitment source referring hiree: Job/Career Fair - See Section III****Date of hire: 6/2/2022**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Ohio Northern University 525 S. Main St Ada, Ohio 45810 Phone : 419-772-2145 Url : https://onu-csm.symplicity.com/ Email : career@onu.edu Anne Niese	N	0
8	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

WBKS, WIMA, WIMT, WMLX, WZRX-FM
Fax and E-mail verification summary report for Outside Account Executive

Position: Outside Account Executive

Hire Date: June 2, 2022

This report, generated by Broadcast1Source, verifies that WBKS, WIMA, WIMT, WMLX, WZRX-FM used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Stations

Job Summary:

Identifies and develops new business opportunities; assists senior account executives and management with projects; offers solutions that help clients achieve their business goals; closes business; meets set sales targets.

Responsibilities

Do you want to be a part of a sales team that identifies and develops new business opportunities; offers solutions that help clients achieve their business goals; works with senior sellers to close business; assists your team in building client relationships; and works collectively to meet your team's goals? Then, act now to join our growing, iHeartMedia team. We are solution providers utilizing radio, digital, mobile, station events and promotions for local, regional and national clients.

Join this energized, fun, sometimes crazy, but super supportive, highly successful team. Why work here? • Positive and productive work environment • We breed success • Independence to create your best work flow • It's fun being a creative problem solver • Build lifelong relationships with clients • Proprietary systems, processes and support to help you succeed • Room for growth and promotion within our team This is a full time position with benefits and an exciting career path. Take control of your future through a salaried plus commission compensation plan as an Associate Account Executive.

Responsibilities

- Collaborates, assists and works with assigned Account Executives to generate new sales, maintain

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

existing relationships and grow iHeartMedia brand and reputation.

- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Flexibility and creativity
- Strong interpersonal skills

Work Experience

- Some marketing or sales experience preferred, but not required
- SalesForce experience is a plus

Education

- High School Diploma or equivalent. Undergraduate studies or degree in related field preferred.

Certifications

- None required

Location

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

Lima, OH: 667 W Market St, 45801

Position Type

Regular

Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions, consultation on legal and financial matters, emotional well-being, family and caregiving
- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Some positions in certain divisions of the iHeartMedia family of companies are subject to mandatory vaccination requirements as a condition of employment. Candidates who have been offered employment for these positions at iHeartMedia, subject to applicable law, will be required to demonstrate they have been fully vaccinated for COVID-19 or qualify for a medical or religious accommodation from the vaccination requirement by their start date (which may be extended for such purposes). If the aforementioned requirements are not met, candidates who have accepted offers for such positions will have their offers rescinded and/or employment terminated in accordance with applicable law.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.

Click [Here](#) to learn about the San Francisco Fair Chance Ordinance .

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Lima-OH/Outside-Account-Executive_Req27965-1

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Gonzales at bonniegonzales@iheartmedia.com

WBKS, WIMA, WIMT, WMLX, WZRX-FM**Fax and E-mail verification summary report for Outside Account Executive**

RS Number	Recruiting Source	Date and Time
4	James A Rhodes State College E-mail: richardon.k@rhodesstate.edu	Sent: 5/2/2022 4:57:38 PM
7	Ohio Northern University E-mail: career@onu.edu	Sent: 5/2/2022 4:57:38 PM
8	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 5/2/2022 4:57:38 PM

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

Position: Outside Account Executive

Hire Date: June 21, 2022

This report, generated by Broadcast1Source, verifies that WBKS, WIMA, WIMT, WMLX, WZRX-FM used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Stations

Job Summary:

Identifies and develops new business opportunities; assists senior account executives and management with projects; offers solutions that help clients achieve their business goals; closes business; meets set sales targets.

Responsibilities

Do you want to be a part of a sales team that identifies and develops new business opportunities; offers solutions that help clients achieve their business goals; works with senior sellers to close business; assists your team in building client relationships; and works collectively to meet your team's goals? Then, act now to join our growing, iHeartMedia team. We are solution providers utilizing radio, digital, mobile, station events and promotions for local, regional and national clients.

Join this energized, fun, sometimes crazy, but super supportive, highly successful team. Why work here? • Positive and productive work environment • We breed success • Independence to create your best work flow • It's fun being a creative problem solver • Build lifelong relationships with clients • Proprietary systems, processes and support to help you succeed • Room for growth and promotion within our team This is a full time position with benefits and an exciting career path. Take control of your future through a salaried plus commission compensation plan as an Associate Account Executive.

Responsibilities

- Collaborates, assists and works with assigned Account Executives to generate new sales, maintain

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

existing relationships and grow iHeartMedia brand and reputation.

- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Flexibility and creativity
- Strong interpersonal skills

Work Experience

- Some marketing or sales experience preferred, but not required
- SalesForce experience is a plus

Education

- High School Diploma or equivalent. Undergraduate studies or degree in related field preferred.

Certifications

- None required

Location

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

Lima, OH: 667 W Market St, 45801

Position Type

Regular

Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions, consultation on legal and financial matters, emotional well-being, family and caregiving
- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Some positions in certain divisions of the iHeartMedia family of companies are subject to mandatory vaccination requirements as a condition of employment. Candidates who have been offered employment for these positions at iHeartMedia, subject to applicable law, will be required to demonstrate they have been fully vaccinated for COVID-19 or qualify for a medical or religious accommodation from the vaccination requirement by their start date (which may be extended for such purposes). If the aforementioned requirements are not met, candidates who have accepted offers for such positions will have their offers rescinded and/or employment terminated in accordance with applicable law.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.

Click [Here](#) to learn about the San Francisco Fair Chance Ordinance .

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Lima-OH/Outside-Account-Executive_Req27965-1

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Gonzales at bonniegonzales@iheartmedia.com

WBKS, WIMA, WIMT, WMLX, WZRX-FM**Fax and E-mail verification summary report for Outside Account Executive**

RS Number	Recruiting Source	Date and Time
4	James A Rhodes State College E-mail: richardon.k@rhodesstate.edu	Sent: 5/2/2022 4:57:38 PM
7	Ohio Northern University E-mail: career@onu.edu	Sent: 5/2/2022 4:57:38 PM
8	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 5/2/2022 4:57:38 PM

WBKS, WIMA, WIMT, WMLX, WZRX-FM**Vacancy Data Form****Outside Account Executive****Recruitment source referring hiree: Job/Career Fair - See Section III****Date of hire: 9/12/2022**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
2	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
3	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	0
4	James A Rhodes State College 4240 Campus Dr Lima, Ohio 45804 Phone : 419-995-8312 Url : http://www.rhodesstate.edu/ Email : richardon.k@rhodesstate.edu Krista Richardson	N	0
5	Job/Career Fair - See Section III	N	1
6	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	0
7	Ohio Northern University 525 S. Main St Ada, Ohio 45810 Phone : 419-772-2145 Url : https://onu-csm.symplicity.com/ Email : career@onu.edu Anne Niese	N	0

WBKS, WIMA, WIMT, WMLX, WZRX-FM**Vacancy Data Form****Outside Account Executive****Recruitment source referring hiree: Job/Career Fair - See Section III****Date of hire: 9/12/2022**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
8	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

WBKS, WIMA, WIMT, WMLX, WZRX-FM
Fax and E-mail verification summary report for Outside Account Executive

Position: Outside Account Executive

Hire Date: September 12, 2022

This report, generated by Broadcast1Source, verifies that WBKS, WIMA, WIMT, WMLX, WZRX-FM used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

iHeartMedia Stations

Job Summary:

Identifies and develops new business opportunities; assists senior account executives and management with projects; offers solutions that help clients achieve their business goals; closes business; meets set sales targets.

Do you want to be a part of a sales team that identifies and develops new business opportunities; offers solutions that help clients achieve their business goals; works with senior sellers to close business; assists your team in building client relationships; and works collectively to meet your team's goals? Then, act now to join our growing, iHeartMedia team. We are solution providers utilizing radio, digital, mobile, station events and promotions for local, regional and national clients.

Join this energized, fun, sometimes crazy, but super supportive, highly successful team. Why work here? • Positive and productive work environment • We breed success • Independence to create your best work flow • It's fun being a creative problem solver • Build lifelong relationships with clients • Proprietary systems, processes and support to help you succeed • Room for growth and promotion within our team This is a full time position with benefits and an exciting career path. Take control of your future through a salaried plus commission compensation plan as an Associate Account Executive.

Responsibilities

- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

regarding sales, pipeline lists, forecasts and competitive analysis.

- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Flexibility and creativity
- Strong interpersonal skills

Work Experience

- Some marketing or sales experience preferred, but not required
- SalesForce experience is a plus

Education

- High School Diploma or equivalent. Undergraduate studies or degree in related field preferred.

Certifications

- None required

Location

Lima, OH: 667 W Market St, 45801

Position Type

Regular

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

Benefits:

iHeartMedia's benefits offering is flexible and offers a variety of choices to meet the diverse needs of our changing workforce, including the following:

- Employer sponsored medical, dental and vision with a variety of coverage options
- Company provided and supplemental life insurance
- Paid vacation and sick time
- Paid company holidays, including a floating holiday that enable our employees to celebrate the holiday of their choosing
- A Spirit day to encourage and allow our employees to more easily volunteer in their community
- A 401K plan
- Employee Assistance Program (EAP) at no cost – services include telephonic counseling sessions, consultation on legal and financial matters, emotional well-being, family and caregiving
- ?A range of additional voluntary programs, such as spending accounts, student loan refinancing, accident insurance and more!

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Some positions in certain divisions of the iHeartMedia family of companies are subject to mandatory vaccination requirements as a condition of employment. Candidates who have been offered employment for these positions at iHeartMedia, subject to applicable law, will be required to demonstrate they have been fully vaccinated for COVID-19 or qualify for a medical or religious accommodation from the vaccination requirement by their start date (which may be extended for such purposes). If the aforementioned requirements are not met, candidates who have accepted offers for such positions will have their offers rescinded and/or employment terminated in accordance with applicable law.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.

Click [Here](#) to learn about the San Francisco Fair Chance Ordinance .

WBKS, WIMA, WIMT, WMLX, WZRX-FM

Fax and E-mail verification summary report for Outside Account Executive

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Lima-OH/Outside-Account-Executive_Req28586-1

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Gonzales at bonniegonzales@iheartmedia.com

WBKS, WIMA, WIMT, WMLX, WZRX-FM**Fax and E-mail verification summary report for Outside Account Executive**

RS Number	Recruiting Source	Date and Time
4	James A Rhodes State College E-mail: richardon.k@rhodesstate.edu	Sent: 6/22/2022 10:55:50 PM
7	Ohio Northern University E-mail: career@onu.edu	Sent: 6/22/2022 10:55:49 PM
8	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 6/22/2022 10:55:49 PM

TAB C
RECRUITMENT INITIATIVE
DOCUMENTATION

WBKS, WIMA, WIMT, WMLX, WZRX-FM

RECRUITMENT INITIATIVES FORM

June 1, 2021 – May 31, 2023

	Type of Recruitment Initiative (ex. Job Fair, Internship Program)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Participation in Job Fairs	3/11/2022	On March 11, 2022, our SEU participated in the Ohio State Career Fair and NIL Job Fair, sponsored the Ohio State Career Center. Our SEU promoted the job fair via on-air announcements and participated in the event by speaking with attendees about career opportunities in the broadcasting industry and at our SEU. SEU participants included our Area Manager.
2.	Participation in Job Fairs	5/5/2022	On May 5, 2022, our SEU participated in the Ohio Means Jobs Allen County Career Fair. Our SEU promoted the job fair via on-air announcements and participated in the event by speaking with attendees about career opportunities in the broadcasting industry and at our SEU. SEU participants included our Area Manager.
3.	Participation in Job Fairs	10/31/2022	On October 31, 2022, our SEU participated in Oregon State University's 2022 College of Business Virtual Fall Career Fair. SEU participants, including our Market President and VP of Sales, spoke with attendees about broadcast employment opportunities at our SEU and answered questions about working in the broadcast industry.
4.	Provision of training to management	5/27/2023	On May, 27, 2023, our SEU's Market President took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.
5.	Provision of training to management	5/27/2023	On May 27, 2023, our SEU's Market President took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.
6.	Provision of training to management	5/30/2023	On May 30, 2023, our SEU's Market President took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.

iHM Learning Center Training Log

Matt Bell	Addressing Unconscious Bias as a Leader	05/27/2023 9:28:51 AM	Completed	05/30/2023
Matt Bell	Be an Inclusive Organization People Won't Leave	05/27/2023 12:21:26 PM	Completed	05/30/2023
Matt Bell	Uncovering Unconscious Bias in Recruiting and Interviewing	05/30/2023 7:12:43 AM	Completed	05/30/2023