

WBCT, WBFX, WKBZ, WMAX-FM, WMRR, WMUS, WOOD, WOOD-FM, WSNX-FM, WSRW-FM, WTKG

EEO PUBLIC FILE REPORT

June 1, 2018 - May 31, 2019

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
Market Engineering Manager	2, 4-5, 10-12, 14-15	12
Outside Sales Account Executive	2-5, 11, 13-15	3
Outside Sales Account Executive	2-5, 11, 13-15	3
Outside Sales Account Executive	2, 4-5, 9, 14-15	9
Finance Specialist	2, 4-6, 8, 14-15	8
Sales Assistant	4-5, 9, 14-15	9
Promotion Events Management	2-6, 13-15	6
Outside Sales Account Executive	2-5, 14-15	3
Program Director	2, 4-5, 7-8, 14-15	8
Graphic Designer	2, 4-6, 9, 14-15	9
Outside Sales Account Executive	1-2, 4-5, 14-15	1
Outside Sales Account Executive	2-5, 8, 13-15	13
Sales Assistant	2, 4-6, 14-15	6

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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	Call In	N	1
2	Direct Employers Association (association distributing job postings to state and/or local job banks) 9002 N. Purdue Rd Ste 1000 Indianapolis, Indiana 46268 Phone : 1-866-268-6206 Url : http://www.directemployers.org Direct Employers	N	0
3	Employee Referral	N	5
4	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	1
5	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
6	Indeed.com - Not Directly Contacted by SEU	N	6
7	Internal Candidate	N	1
8	Internal Transfer/Promotion	N	3
9	LinkedIn-Not directly contacted by SEU	N	5
10	Michigan Association of Broadcasters 819 N Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Email : dkelley@michmab.com Don Kelley	N	0
11	Michigan Works Employment Service 3391 Plainfield Northeast Grand Rapids, Michigan 49505 Phone : 616-336-4460 Email : ktarkington@westmiworks.org Kyle Tarkington	N	0

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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
12	Non-Employee Referral	N	1
13	Unknown (source not adequately identified upon inquiry by SEU)	N	3
14	Western Michigan University 1903 W. Michigan Ave Kalamazoo, Michigan 49008 Phone : 269-387-2745 Email : broncojobs@wmich.edu Buffy Nespodzany	N	0
15	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:			26

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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	10/10/2018	Participation in Job Fairs	Our SEU Participated in the Ferris State University Media Career Fair in Big Rapids, MI. Station participants discussed broadcast career opportunities at iHeartMedia and handed out informational flyers about our SEU.	2	Executive Assistant Vice President of Marketing and Promotions
2	10/24/2018	Participation in Job Fairs	Our SEU Participated in the Western Michigan University career fair in Kalamazoo, MI. Station participants discussed broadcast career opportunities at iHeartMedia and handed out informational flyers about our SEU..	1	Program Director
3	2/20/2019	Participation in events or programs sponsored by educational institutions	An Intro to Radio Broadcasting Class from Aquinas College visited iHeartMedia Grand Rapids and took a full 90 Minute tour of the studios/offices along with a hands-on learning experience to educate students on the fundamentals on radio broadcasting.	1	Program Director
4	2/22/2019	Participation in Job Fairs	Our SEU Participated in the Broadcast and cinematic arts job fair in Mount Pleasant, MI. Station participants discussed broadcast career opportunities at iHeartMedia and handed out informational flyers about our SEU.	1	Program Director
5	5/22/2019	Provision of training to management	In May 2019 several of our SEUs Managers took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	5	VP of Programming / Program Director WBCT Program Director WSRW Program Director WMAX Program Director WSNX