

WBCT, WBFX, WKBZ, WMAX-FM, WMRR, WMUS, WOOD, WOOD-FM, WSNX-FM, WSRW-FM, WTKG**EEO PUBLIC FILE REPORT****June 1, 2019 - May 31, 2020****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 Sales Account Executive	1-8	5

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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
2	Employee Referral	N	1
3	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	0
4	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
5	Internal Transfer/Promotion	N	1
6	Unknown (source not adequately identified upon inquiry by SEU)	N	1
7	Western Michigan University 1903 W. Michigan Ave Kalamazoo, Michigan 49008 Phone : 269-387-2745 Email : broncojobs@wmich.edu Buffy Nespodzany	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

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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	6/14/2019	Establishment of an intern program designed to assist members of the community	Our SEU hosted a total of three interns from Grand Valley State University and Central Michigan University during the summer 2019 semester. The interns worked closely with SEU staff to observe the "behind-the scenes" functioning of a radio station. During the internship, the interns learned the ins-and-outs of events and promotions and participated in sales calls and presentations as well as on-air broadcasts. The interns also had the opportunity to seek career advice and ask questions related to jobs in broadcasting while shadowing SEU staff.	1	Events Manager
2	10/19/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Muskegon Community College Expo in Muskegon, MI. The event exposed area students to communications and broadcasting. Informed students about the different components of iHeartMedia, careers in broadcasting and answering any career/job related questions. Discussed careers in broadcasting as well as internships, also talked about what iHeart does for the community.	1	Program Director
3	10/23/2019	Participation in Job Fairs	Our SEU participated in the 2019 MAB Foundation Broadcast Media Career & Networking Fair in Grand Rapids, MI. SEU participants discussed broadcast career opportunities at iHeartMedia and handed out informational flyers about our SEU.	2	Program Director Promotions Intern
4	2/6/2020	Participation in Job Fairs	Our SEU participated in the Career Fair held at Western Michigan University in Kalamazoo, MI. SEU participants discussed broadcast career opportunities at iHeartMedia and handed out informational flyers about our SEU.	2	Program Director Promotions Assistant

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5	2/20/2020	Participation in Job Fairs	Our SEU participated in the Ferris State University Career and internship Fair held in Big Rapids, MI. SEU participants discussed broadcast career opportunities at iHeartMedia and handed out informational flyers about our SEU.	2	Promotions Director Promotions Assistant
6	5/29/2020	Provision of training to management	In May, 2020, one 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.	1	Engineer