

WBHP, WDRM, WHOS, WQRV, WTAK-FM
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 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	1-4	1

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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.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
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	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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/1/2020	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Huntsville High School Career Fair in Huntsville, AL. Market SVP Programming attended to help educate their Freshman Academy, encourage and motivate the class while exposing students to workforce opportunities. Approximately 700 students participated and had opportunities to visit our booth throughout the event. We discussed topics such as career pathways, career opportunities and more.	1	SVP of Programming
2	1/24/2020	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Hampton Cove Middle School Career Fair in Huntsville, AL. Market SVP Programming, attended and discussed with hundreds of students about the career possibilities in the radio industry and steps on how to prepare for and search for jobs in the field.	1	SVP of Programming
3	2/26/2020	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Jemison High School Career Fair in Huntsville, AL. Market SVP Programming, attended and discussed with hundreds of students about the career possibilities in the radio industry and steps on how to prepare for and search for jobs in the field.	1	SVP of Programming
4	3/11/2020	Participation in events or programs sponsored by educational institutions	: Our SEU hosted a student from University of Alabama Huntsville for an externship/job shadow. The SEU SVP of Programming, Morning Show Team, Digital Content Director, Promotions Director and Account Executive allowed student to follow their workday for a "behind-the-scenes" look at broadcast operations, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting and discussed employment opportunities in broadcasting.	4	SVP of Programming morning team show digital content director Digital director

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5	10/29/2020	Provision of training to management	In October 2020 the Hunstville SEU took the Value 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	MP