

WBHP, WDRM, WHOS, WQRV, WTAK-FM
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 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
On-Air Talent	1	1

WBHP, WDRM, WHOS, WQRV, WTAK-FM**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****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	Exigent Circumstances	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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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	1/10/2019	Participation in events or programs sponsored by educational institutions	<p>Our SEU participated in the Huntsville High School 9th Grade Career Fair. Our VP of Programming and Web Content Director met with students and explained their roles within the company.</p> <p>The students learned of the variety of professions that are employed in radio broadcasting and how their high school and post secondary educational choices could provide a path to employment in this field.</p>	2	VP of Programming Web Content Director
2	3/15/2019	Participation in events or programs sponsored by educational institutions	<p>Our SEU hosted a senior from University of Alabama Huntsville for an extensive day of job shadowing. She observed WDRM's morning show. She spent time with our production director while recording a commercial and was able to voice a commercial herself.</p> <p>Further, she spent time with members of our sales staff, our Promotion Director and our Digital Content Director. The Market President and VP of Operations also met with her individually to talk about their different roles and how many exciting careers exist in broadcasting today.</p>	4	On Air Host Production Director VP of Operations Market President
3	3/20/2019	Participation in events or programs sponsored by educational institutions	<p>Our SEU hosted the marketing class from Geraldine High School from DeKalb county for a station tour.</p> <p>The class was able to observe live performance as well as tour the station and production studios.</p> <p>The students learned about career opportunities in radio from different perspectives within the organization, including sales, programming, and promotions.</p>	4	Market President VP of Programming Web Content Director Program Director

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4	4/3/2019	Participation in events or programs sponsored by educational institutions	<p>Our SEU's Production Director served on a panel during the Alabama A&M's "Careers in Communications & Media Week 2019.</p> <p>The panelists described what they do and how that contributes to their respective organization's success. They then answered specific questions from the students about careers in communications and media.</p>	1	Production Manager
5	7/22/2019	Participation in events or programs sponsored by educational institutions	<p>Our SEU hosted A University of Alabama-Birmingham Communications Studies major for job shadows on several occasions. She first met informally with a Huntsville on-air announcer (06/17/19) and subsequently visited with the SEU's Market President and Sr VP of Programming (06/21/19). Finally, she sat in with the host of WBHP-AM's award winning morning talk show, and WDRM's country host.</p>	5	Market President Sr VP of Programming Show Host Show Host
6	10/1/2019	Participation in events or programs sponsored by educational institutions	<p>The SEU's Sr VP of Programming attended Columbia High School's Freshman Career Camp, the goal of which was to encourage and motivate the students by exposing them to workplace opportunities. The event was attended by other businesses and recruiters from across north Alabama. Discussions with approximately 300 ninth grade students centered around career pathways and career opportunities in the broadcast industry.</p>	1	Sr VP of Programming
7	10/22/2019	Participation in events or programs sponsored by educational institutions	<p>The SEU's Sr VP of Programming participated in the Whitesburg Middle School's Career Day, representing iHeartmedia as one of many local businesses. He spoke to 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. The students also asked questions and were graded on their participation.</p>	1	Sr VP of Programming

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8	10/31/2019	Participation in events or programs sponsored by educational institutions	As part of a State Department student leadership exchange program, our SEU hosted a Serbian exchange student attending James Clemons HS for a station tour. He was shown all aspects of what we do, including sales, programming, community involvement, etc.	3	Sr VP of Programming Production Director Account Executive
9	11/7/2019	Participation in Job Fairs	SEU's Sr VP of Programming participated in Alabama A&M University's Career Fair held on campus. He spoke with hundreds of students about career possibilities in the radio industry and steps on how to prepare for and search for jobs in the field.	1	Sr VP of Programming
10	11/19/2019	Participation in events or programs sponsored by educational institutions	An Account Executive from the SEU participated in an outreach effort at the University of Alabama in Tuscaloosa where she attended a reception for students from the College of Communication and Information Sciences. The event was attended by regional broadcast media professionals. She interacted with the students, introducing them to iHeartmedia and it's broad involvement in the industry. Students learned how she contributes to the company's success and asked questions about employment opportunities within iHeartmedia.	1	Account Executive