

**WBHP, WDRM, WHOS, WQRV, WTAK-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>         | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--------------------------|--|-------------------------------|
| Program Director         | 1-3, 5-8, 10-14  | 8                             |
| Promotions Director      | 1-14   | 9                             |
| Digital Content Director | 1-8, 10-14   | 4                             |

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| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|---|--|---|
| 1                | ALABAMA STATE UNIVERSITY<br>OFFICE OF COMMUNICATIONS PO BOX 271<br>MONTGOMERY, Alabama 36101<br>JOHN KNIGHT<br>Manual Posting   | N  | 0   |
| 2                | COLUMBIA COLLEGE<br>600 SOUTH MICHIGAN AVE<br>CHICAGO, Illinois 60605<br>MATTHEW GREEN<br>Manual Posting  | N  | 0   |
| 3                | COMMUNITY ACTION AGENCY<br>PO BOX 3975<br>HUNTSVILLE, Alabama 35810<br>DELORES MASTIN<br>Manual Posting   | N  | 0   |
| 4                | Current Employee  | N  | 2   |
| 5                | DISABILITY STAFFING SERVICES LLC<br>PO BOX 22101<br>HUNTSVILLE, Alabama 35814<br>Phone : (866)461-4413<br>RENEE SCRUGGS<br>Manual Posting   | N  | 0   |
| 6                | FISK UNIVERSITY<br>1000 17TH AVE NORTH CAREER PLANNING / BOX 4<br>NASHVILLE, Tennessee 37208<br>YOLANDA LEWIS<br>Manual Posting   | N  | 0   |
| 7                | iHeartMedia.jobs<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a><br>Talent Acquisition Coordinator<br>Manual Posting                   | N  | 0   |
| 8                | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting | N  | 1   |
| 9                | Indeed.com  | N  | 1   |

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| <b>RS Number</b>                               | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|--|--|--|---|
| 10   | JC CALHOUN COMMUNITY COLLEGE<br>HUMAN RESOURCES PO BOX 2216<br>DECATUR, Alabama 35609<br>DONNA PRESNELL<br>Manual Posting  | N  | 0   |
| 11   | OAKWOOD COLLEGE<br>CAREER SERVICES 7000 ADVENTIST BLVD<br>HUNTSVILLE, Alabama 35896<br>CYNTHIA DOUGLAS<br>Manual Posting   | N  | 0   |
| 12   | SPEAKIN' OUT NEWS<br>RECRUITMENT ADVERTISING PO BOX 2826<br>HUNTSVILLE, Alabama 35804<br>JEMEANA SMOTHERS<br>Manual Posting  | N  | 0   |
| 13   | United Negro College Fund<br>PO Box 150<br>Huntsville, Alabama 35896<br>Jan Ross<br>Manual Posting   | N  | 0   |
| 14   | www.mediagignow.com<br>717 Green Valley Road Suite 200<br>Greensboro, North Carolina 27408<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a><br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>4</b>  |

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### III. RECRUITMENT INITIATIVES

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                    | <b>Brief Description Of Activity</b>   | <b>No. of Stations Participants</b> | <b>Participant Title</b>   |
|---|-------------|---|--|-------------------------------------|--|
| 1 | 2/22/2018   | Participation in Job Fairs  | Attended Alabama A&M Career Fair   | 1                                   | Sr VP of Programming   |
| 2 | 3/27/2018   | Participation in events or programs sponsored by educational institutions | UAH Job Shadow. We hosted UAH marketing student Alexa "Lexie" Eason. She met with Dan & Josie of the WDRM morning show, Kelli Norwood in sales, Stuart Langston in production, Walter Burson in the business office, Sr VP of Programming Erich West and Market President Carmelita Palmer. Through the visits she learned how the various components of the organization contribute to its overall success. Topics were discussed including how her individual hosts began their radio careers and opportunities for advancement in the radio industry. | 7                                   | Market President<br>Sr VP of Programming<br>Morning Show Co-host<br>Morning Show Co-host |
| 3 | 3/30/2018   | Participation in events or programs sponsored by educational institutions | The Sr VP/Programming met with Lindsey Brannen, a Masters Degree student studying marketing, from the University of Alabama in Huntsville. They discussed radio broadcasting as an industry and how iHeartmedia and our local stations fit in the model. As a followup to the visit she listened to our stations and took notes on what she heard, and discussed her observations and how they related to what she learned during the on site visit.   | 1                                   | Sr VP Programming  |
| 4 | 9/17/2018   | Participation in events or programs sponsored by educational institutions | University of Alabama in Huntsville College of Business panel discussion. Our employee attended a Q&A session and spoke to a group of Freshmen who are in the College of Business. She was able to share her role and the opportunities as a media consultant for iHeart Media.  | 1                                   | Account Executive  |
| 5 | 10/10/2018  | Participation in Job Fairs  | Attended Career Day on Alabama A&M campus during their fall Career Week.   | 1                                   | Sr VP of Programming   |
| 6 | 11/30/2018  | Establishment of training programs for station personnel                  | IHM has developed an online training center that allows AE's to develop skills that prepare them for sales management positions or higher. All courses are documented and reviewed by management.  | 7                                   | Account Executive<br>Account Executive<br>Account Executive<br>Account Executive         |