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May 3, 2022

**VIA E-MAIL & POSTING TO  
FCC ONLINE PUBLIC INSPECTION FILE**

Elizabeth E. Goldin  
Assistant Chief, Investigations & Hearings Division  
Enforcement Bureau  
Federal Communications Commission

Re: Response to Broadcast EEO Audit Letter  
WRZX-AM Newnan, Georgia (FAC. ID# 48739)  
WIHB-AM Macon, Georgia (FAC. ID# 41989)

Dear Ms. Goldin:

On behalf of iHM Licenses, LLC, licensee of WRZX(AM), Newnan, Georgia (FAC. ID # 48739) and WIHB(AM), Macon, Georgia (FAC. ID # 41989),<sup>1</sup> as well as the commonly owned stations in the Macon-LaGrange-Newnan, Georgia station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of March 21, 2022 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. Per your request, this submission consists of a sworn statement by Ivy Elam, Market President with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned or Meredith Singer (202-719-7507 or [msinger@wiley.law](mailto:msinger@wiley.law)).

Respectfully Submitted,

/s/ Kathleen Scott

Kathleen Scott

cc: Lynn Kalagian (FCC) (*via email*)

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<sup>1</sup> We note that the EEO Audit Letter identified AMFM Radio Licenses, LLC as the licensee of WIHB(AM), however, the correct licensee of the call sign, as shown in the Commission's Licensing and Management System, is iHM Licenses, LLC.

## DECLARATION OF IVY ELAM, MARKET PRESIDENT

I, Ivy Elam, hereby declare as follows:

1. I am a Market President for iHM Licenses, LLC, the licensee of WRZX(AM), Newnan, GA (Fac. ID 48739)<sup>1</sup> and WIHB(AM), Macon, GA (Fac.ID 41989), which are part of a station employment unit based in Macon-LaGrange-Newnan, GA that includes WGST(AM), Hogansville, GA, (Fac. ID 39620),<sup>2</sup> WMGP(FM), Hogansville, GA, (Fac. ID 39619), WQBZ(FM), Fort Valley, GA, (Fac. ID 64641), WIBB-FM, Fort Valley, GA, (Fac. ID 64652), WIHB-FM, Gray, GA, (Fac. ID 29128), WRBV(FM), Warner Robbins, GA, (Fac. ID 65043), and WMGE(AM), Dry Branch, GA, (Fac. ID 87110) (the “SEU” or “Unit”). The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by iHeartMedia, Inc. (collectively, “iHeartMedia”). This Statement and relevant attachments are being submitted in response to the March 21, 2022 letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division of the Commission’s Enforcement Bureau, concerning a random audit of EEO compliance (the “EEO Audit Letter”).

2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission (“FCC” or the “Commission”), 47 C.F.R. § 73.2080(e)(1).

3. In response to Question 2(b)(i) of the EEO Audit Letter, the SEU’s two most recent EEO Public File Reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.

4. In response to Question 2(b)(ii) of the EEO Audit Letter, the web addresses of the stations in this SEU are as follows: <https://965thebull.iheart.com/> (WIHB-FM); <https://q106.iheart.com/> (WQBZ); <https://wibb.iheart.com/> (WIBB-FM); <https://v1017.iheart.com/> (WRBV); <https://magic981.iheart.com/> (WMGP); <https://720thevoice.iheart.com/> (WGST); <https://foxsports1400.iheart.com/> (WRZX); <https://973thebullicons.iheart.com/> (WIHB); and <https://macon.binnews.com/> (WMGE).

A copy of the current EEO Public File Report is included on or linked to each of these websites.

5. In response to Question 2(b)(iii), the date of each full-time hire listed in the SEU’s above-referenced EEO Public File Reports, in accordance with 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B. Further, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions pursuant to 47 C.F.R. § 73.2080(c)(5)(iii), including the recruitment reflected in the above EEO Public File Reports. However, pursuant to the EEO Audit Letter, only one such job notice per position is included at Attachment B.

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<sup>1</sup> On July 9, 2021, WCOH changed its call sign to WRZX (Facility ID #48739, Newnan, GA).

<sup>2</sup> On July 13, 2020, WVCC changed its call sign to WGST (Facility ID #39620, Hogansville, GA).

6. In response to Question 2(b)(iv) of the EEO Audit Letter, the internal business records appended at Attachment B also provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the above EEO Public File Reports.

7. In response to Question 2(b)(v) of the EEO Audit Letter, documentation concerning the Unit's performance of two points worth of recruitment initiative activity during the period covered by the above EEO Public File Reports and as described in § 73.2080(c)(2) is appended at Attachment C with participating personnel noted therein. This SEU employs a total of 5 full-time employees and all of our stations are located in a market with a population of less than 250,000. Accordingly, the SEU is required to perform at least two points worth of recruitment initiative activity during each two-year period measured from the date the stations in the SEU are required to file license renewal applications.

8. In response to Question 2(b)(vi) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of the stations in this SEU based on race, color, religion, national origin or sex filed before a body with jurisdiction under federal, state, territorial or local law during the current license term.

9. In response to Question 2(b)(vii) of the EEO Audit Letter, the licensee affirms that iHM Licenses, LLC deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Broadcast Diversity Recruitment Plan (the "Recruitment Plan" or "Plan") in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how iHeartMedia SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, details the required recordkeeping requirements and provides a quarterly self-assessment program.

At the corporate level, iHeartMedia assists SEUs in understanding and following the Recruitment Plan, employing a team of corporate HR specialists that respond to SEU requests for FCC EEO compliance assistance and/or that call upon outside counsel for additional guidance when warranted. Furthermore, iHeartMedia has a team of internal public inspection file auditors that surveys FCC EEO performance of iHeartMedia SEUs as part of their routine review of overall public file compliance. Finally, in connection with the deployment of HR software throughout the company, iHeartMedia HR's department has conducted training sessions for its SEUs on its hiring policies and procedures, including compliance with the FCC's EEO broad outreach rules, and continues to provide access to training on FCC EEO matters to SEUs via its online HR portal.

At the local level, our Senior Finance Manager manages EEO compliance. She maintains the SEU's recruitment source list and ensures that all sources are notified of job vacancies. She also monitors the SEU's EEO activities and ensures that iHeartMedia EEO compliance policies and procedures are being followed. While this SEU's hiring has been limited, our recruitment efforts have been effective in reaching qualified candidates. Our recent interviewees have ranged from recent college graduates to experienced media professionals. This SEU's compliance efforts include identifying iHeartMedia's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace. This SEU's compliance efforts include identifying our efforts to afford equal

employment opportunities to employees and applicants through statements disseminated in job applications and posted in conspicuous areas within the workplace. This SEU's employment practices are my ultimate responsibility, working in conjunction with in-house counsel at iHeartMedia corporate headquarters and, when applicable, outside employment and labor counsel.

10. In response to Question 2(b)(viii) of the EEO Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company's Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs with an opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, the SEU also includes language on its station websites encouraging qualified community organizations to contact the SEU to request its job notices. Further, this SEU is always looking for new ways to broaden its recruitment source list to better reach qualified and interested candidates.

11. In response to Question 2(b)(ix) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect.

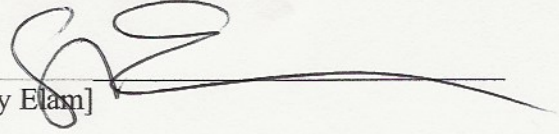
Dated: May 3, 2022

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO  
DECLARATION IVY ELAM OF MARKET PRESIDENT**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

[Ivy Elam]

A handwritten signature in black ink, consisting of a stylized 'I' and 'E' followed by a long horizontal flourish.

**TAB A**

**EEO PUBLIC FILE REPORTS**

**WGST, WMGP, WCOH, WQBZ, WIBB-FM, WIHB-FM, WIHB, WRBV, WMGE<sup>1</sup>****EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020<sup>2</sup>****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> |
|------------------------------|--|-------------------------------|
| Outside Sales Representative | 1-11   | 6                             |

<sup>1</sup>On July 13, 2020, WVCC changed its call sign to WGST (Facility ID #39620, Hogansville, GA).<sup>2</sup>This report was modified in May 2022 to address reporting issues.

**WGST, WMGP, WCOH, WQBZ, WIBB-FM, WIHB-FM, WIHB, WRBV, WMGE****EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <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                | All Access Music<br>28955 Pacific Coast Highway<br>Malibu, California 90265<br>Phone : 310-457-6616<br>Email : jdenver@allaccess.com<br>Fax : 1-310-457-8058<br>Joel Denver   | N  | 0   |
| 2                | Ft Valley St Univ<br>1005 State University Dr<br>Ft Valley, Georgia 31030<br>Phone : 478-825-6202<br>Email : Elliss@fvsu.edu<br>Fax : 1-478-825-6471<br>Shirley Ellis   | N  | 0   |
| 3                | Georgia Association of Broadcasters<br>8010 Roswell Road<br>Atlanta, Georgia 30350<br>Phone : 770-395-7200<br>Email : mlewis@gab.org<br>Fax : 1-770-395-7200<br>Luke Story  | N  | 0   |
| 4                | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a><br>Talent Acquisition Coordinator<br>Manual Posting           | N  | 0   |
| 5                | 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  | 0   |
| 6                | Internal Transfer/Promotion   | N  | 1   |
| 7                | LaGrange College<br>601 Broad St.<br>Lagrange, Georgia 30240<br>Phone : 706-880-8997<br>Url : <a href="http://www.lagrange.edu">www.lagrange.edu</a><br>Email : <a href="mailto:CareerCenter@lagrange.edu">CareerCenter@lagrange.edu</a><br>Dr Karen Pruett | N  | 0   |



**WGST, WMGP, WCOH, WQBZ, WIBB-FM, WIHB-FM, WIHB, WRBV, WMGE****EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <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> |
|--|---|--|---|
| 8  | Mercer Univ<br>1400 Coleman Ave<br>Macon, Georgia 31207<br>Phone : 478-301-2700<br>Email : bearlink@mercer.edu<br>Matthew Underwood   | N  | 0   |
| 9  | Middle GA College<br>1100 Second St<br>Cochran, Georgia 31014<br>Phone : 478-301-2700<br>Email : Melinda.Moffett@mga.edu<br>Dr Melinda Moffett  | N  | 0   |
| 10   | Wesleyan College<br>4760 Forsyth Rd<br>Macon, Georgia 31210<br>Phone : 478-757-5209<br>Email : sbaugh@wesleyancollege.edu<br>Stephanie Baugh  | N  | 0   |
| 11   | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>1</b>  |

**WGST, WMGP, WCOH, WQBZ, WIBB-FM, WIHB-FM, WIHB, WRBV, WMGE****EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020****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 | 1/8/2020    | Establishment of training programs for station personnel | From January 8, 2020 through February 26, 2020, the SEU established a training program that consisted of reoccurring training sessions for two Account Executives. There were six training sessions in total, and during these sessions, the SEU's Senior Vice President of Sales provided trainings for the Account Executives on digital products to learn new skills that are being released. These trainings provided new information for the Account Executives to further develop their knowledge of the industry to qualify them for senior level positions. | 3                                   | Senior Vice President of Sales<br>AE<br>AE |
| 2 | 10/15/2020  | Provision of training to management                      | Our SEU's Senior Vice President of Sales 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                                   | Senior Vice President of Sales             |

**WGST, WMGP, WRZX, WQBZ, WIBB-FM, WIHB-FM, WIHB, WRBV, WMGE<sup>1</sup>****EEO PUBLIC FILE REPORT****December 1, 2020 - November 30, 2021<sup>2</sup>****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> |
|------------------------------|--|-------------------------------|
| Outside Sales Representative | 1, 4-13  | 9                             |
| Outside Sales Representative | 1-3, 5-7, 9, 12-13   | 2                             |

<sup>1</sup>On July 9, 2021, WCOH changed its call sign to WRZX (Facility ID #48739, Newnan, GA).<sup>2</sup>This report was modified in April 2022 to address reporting issues.

**WGST, WMGP, WRZX, WQBZ, WIBB-FM, WIHB-FM, WIHB, WRBV, WMGE**

**EEO PUBLIC FILE REPORT**

**December 1, 2020 - November 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <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                | All Access Music<br>28955 Pacific Coast Highway<br>Malibu, California 90265<br>Phone : 310-457-6616<br>Email : jdenver@allaccess.com<br>Fax : 1-310-457-8058<br>Joel Denver   | N  | 0   |
| 2                | Employee Referral   | N  | 3   |
| 3                | Facebook post - Not directly contacted by SEU   | N  | 1   |
| 4                | Ft Valley St Univ<br>1005 State University Dr<br>Ft Valley, Georgia 31030<br>Phone : 478-825-6202<br>Email : Elliss@fvsu.edu<br>Fax : 1-478-825-6471<br>Shirley Ellis   | N  | 0   |
| 5                | Georgia Association of Broadcasters<br>8010 Roswell Road<br>Atlanta, Georgia 30350<br>Phone : 770-395-7200<br>Email : mlewis@gab.org<br>Fax : 1-770-395-7200<br>Luke Story  | N  | 0   |
| 6                | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a><br>Talent Acquisition Coordinator<br>Manual Posting | N  | 0   |
| 7                | 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  | 0   |

**WGST, WMGP, WRZX, WQBZ, WIBB-FM, WIHB-FM, WIHB, WRBV, WMGE**

**EEO PUBLIC FILE REPORT**

**December 1, 2020 - November 30, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

| <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> |
|--|---|--|---|
| 8  | LaGrange College<br>601 Broad St.<br>Lagrange, Georgia 30240<br>Phone : 706-880-8997<br>Url : www.lagrange.edu<br>Email : CareerCenter@lagrange.edu<br>Dr Karen Pruett  | N  | 0   |
| 9  | LinkedIn - Not directly contacted by SEU  | N  | 4   |
| 10   | Mercer Univ<br>1400 Coleman Ave<br>Macon, Georgia 31207<br>Phone : 478-301-2700<br>Email : bearlink@mercer.edu<br>Matthew Underwood   | N  | 0   |
| 11   | Middle GA College<br>1100 Second St<br>Cochran, Georgia 31014<br>Phone : 478-301-2700<br>Email : Melinda.Moffett@mga.edu<br>Dr Melinda Moffett  | N  | 0   |
| 12   | Wesleyan College<br>4760 Forsyth Rd<br>Macon, Georgia 31210<br>Phone : 478-757-5209<br>Email : sbaugh@wesleyancollege.edu<br>Stephanie Baugh  | N  | 0   |
| 13   | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>8</b>  |

**WGST, WMGP, WRZX, WQBZ, WIBB-FM, WIHB-FM, WIHB, WRBV, WMGE**

**EEO PUBLIC FILE REPORT**

**December 1, 2020 - November 30, 2021**

**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 | 10/21/2021  | Provision of training to management                    | Our SEU's VP Programming 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                                   | Sr VP of programming     |

**TAB B**

**VACANCY DOCUMENTATION**

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ,  
WRBV, WVCC**

**Vacancy Data Form**

**Outside Sales Representative**

**Recruitment source referring hiree: Internal Transfer/Promotion  
Date of hire: 8/3/2020**

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS</b> |
|------------------|---|--|---|
| 1                | All Access Music<br>28955 Pacific Coast Highway<br>Malibu, California 90265<br>Phone : 310-457-6616<br>Email : jdenver@allaccess.com<br>Fax : 1-310-457-8058<br>Joel Denver   | N  | 0   |
| 2                | Ft Valley St Univ<br>1005 State University Dr<br>Ft Valley, Georgia 31030<br>Phone : 478-825-6202<br>Email : Elliss@fvsu.edu<br>Fax : 1-478-825-6471<br>Shirley Ellis   | N  | 0   |
| 3                | Georgia Association of Broadcasters<br>8010 Roswell Road<br>Atlanta, Georgia 30350<br>Phone : 770-395-7200<br>Email : mlewis@gab.org<br>Fax : 1-770-395-7200<br>Luke Story  | N  | 0   |
| 4                | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a><br>Talent Acquisition Coordinator<br>Manual Posting | N  | 0   |
| 5                | 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  | 0   |



**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ,  
WRBV, WVCC**

**Vacancy Data Form**

**Outside Sales Representative**

**Recruitment source referring hiree: Internal Transfer/Promotion  
Date of hire: 8/3/2020**

| <b>RS Number</b>                               | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS</b> |
|--|---|--|---|
| 6  | Internal Transfer/Promotion   | N  | 1   |
| 7  | LaGrange College<br>601 Broad St.<br>Lagrange, Georgia 30240<br>Phone : 706-880-8997<br>Url : www.lagrange.edu<br>Email : CareerCenter@lagrange.edu<br>Dr Karen Pruett  | N  | 0   |
| 8  | Mercer Univ<br>1400 Coleman Ave<br>Macon, Georgia 31207<br>Phone : 478-301-2700<br>Email : bearlink@mercer.edu<br>Matthew Underwood   | N  | 0   |
| 9  | Middle GA College<br>1100 Second St<br>Cochran, Georgia 31014<br>Phone : 478-301-2700<br>Email : Melinda.Moffett@mga.edu<br>Dr Melinda Moffett  | N  | 0   |
| 10   | Wesleyan College<br>4760 Forsyth Rd<br>Macon, Georgia 31210<br>Phone : 478-757-5209<br>Email : sbaugh@wesleyancollege.edu<br>Stephanie Baugh  | N  | 0   |
| 11   | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>1</b>                                  |

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

**Position: Outside Sales Representative**

**Hire Date: August 3, 2020**

This report, generated by Broadcast1Source, verifies that WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV, WVCC used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

**Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.**

iHeartMedia Stations

**Job Summary:**

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target.

Responsibilities

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

- Monitors competition to continually find new account leads.
- Negotiates rates based on iHeartMedia's budgets.
- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance.

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- SalesForce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

**Location**

Macon, GA: 7080 Industrial Highway, 31216

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

**Requirements:**

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

**Experience:**

**Additional Information:**

**Contact:**

[https://iheartmedia.wd5.myworkdayjobs.com/External\\_iHM/job/Macon-GA/Outside-Sales-Representative\\_Req21338](https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Macon-GA/Outside-Sales-Representative_Req21338)

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Erick Espinosa at [erickespinosa@iheartmedia.com](mailto:erickespinosa@iheartmedia.com)

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

| <b>RS Number</b> | <b>Recruiting Source</b>  | <b>Date and Time</b>       |
|------------------|---|----------------------------|
| <b>1</b>         | <b>All Access Music</b><br>E-mail: jdenver@allaccess.com              | Sent: 6/16/2020 5:00:02 PM |
| <b>2</b>         | <b>Ft Valley St Univ</b><br>E-mail: Elliss@fvsu.edu                   | Sent: 6/16/2020 4:59:59 PM |
| <b>3</b>         | <b>Georgia Association of Broadcasters</b><br>E-mail: mlewis@gab.org  | Sent: 6/16/2020 5:00:02 PM |
| <b>7</b>         | <b>LaGrange College</b><br>E-mail: CareerCenter@lagrange.edu          | Sent: 6/16/2020 5:00:01 PM |
| <b>8</b>         | <b>Mercer Univ</b><br>E-mail: bearlink@mercer.edu                     | Sent: 6/16/2020 5:00:01 PM |
| <b>9</b>         | <b>Middle GA College</b><br>E-mail: Melinda.Moffett@mga.edu           | Sent: 6/16/2020 5:00:00 PM |
| <b>10</b>        | <b>Wesleyan College</b><br>E-mail: sbaugh@wesleyancollege.edu         | Sent: 6/16/2020 5:00:01 PM |
| <b>11</b>        | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com | Sent: 6/16/2020 4:59:59 PM |

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ,  
WRBV, WVCC**

**Vacancy Data Form**

**Outside Sales Representative**

**Recruitment source referring hiree: LinkedIn - Not directly contacted by SEU  
Date of hire: 2/8/2021**

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS</b> |
|------------------|---|--|---|
| 1                | All Access Music<br>28955 Pacific Coast Highway<br>Malibu, California 90265<br>Phone : 310-457-6616<br>Email : jdenver@allaccess.com<br>Fax : 1-310-457-8058<br>Joel Denver   | N  | 0   |
| 4                | Ft Valley St Univ<br>1005 State University Dr<br>Ft Valley, Georgia 31030<br>Phone : 478-825-6202<br>Email : Elliss@fvsu.edu<br>Fax : 1-478-825-6471<br>Shirley Ellis   | N  | 0   |
| 5                | Georgia Association of Broadcasters<br>8010 Roswell Road<br>Atlanta, Georgia 30350<br>Phone : 770-395-7200<br>Email : mlewis@gab.org<br>Fax : 1-770-395-7200<br>Luke Story  | N  | 0   |
| 6                | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a><br>Talent Acquisition Coordinator<br>Manual Posting | N  | 0   |
| 7                | 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  | 0   |

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ,  
WRBV, WVCC**

**Vacancy Data Form**

**Outside Sales Representative**

**Recruitment source referring hiree: LinkedIn - Not directly contacted by SEU  
Date of hire: 2/8/2021**

| <b>RS Number</b>                               | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS</b> |
|--|---|--|---|
| 8  | LaGrange College<br>601 Broad St.<br>Lagrange, Georgia 30240<br>Phone : 706-880-8997<br>Url : www.lagrange.edu<br>Email : CareerCenter@lagrange.edu<br>Dr Karen Pruett  | N  | 0   |
| 9  | LinkedIn - Not directly contacted by SEU  | N  | 2   |
| 10   | Mercer Univ<br>1400 Coleman Ave<br>Macon, Georgia 31207<br>Phone : 478-301-2700<br>Email : bearlink@mercer.edu<br>Matthew Underwood   | N  | 0   |
| 11   | Middle GA College<br>1100 Second St<br>Cochran, Georgia 31014<br>Phone : 478-301-2700<br>Email : Melinda.Moffett@mga.edu<br>Dr Melinda Moffett  | N  | 0   |
| 12   | Wesleyan College<br>4760 Forsyth Rd<br>Macon, Georgia 31210<br>Phone : 478-757-5209<br>Email : sbaugh@wesleyancollege.edu<br>Stephanie Baugh  | N  | 0   |
| 13   | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>2</b>                                  |



**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

**Position: Outside Sales Representative**

**Hire Date: February 8, 2021**

This report, generated by Broadcast1Source, verifies that WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV, WVCC used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

**Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.**

iHeartMedia Stations

**Job Summary:**

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target.

Responsibilities

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

- Monitors competition to continually find new account leads.
- Negotiates rates based on iHeartMedia's budgets.
- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance.

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- SalesForce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

**Location**

Macon, GA: 7080 Industrial Highway, 31216

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

**Requirements:**

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

**Experience:**

**Additional Information:**

**Contact:**

[https://iheartmedia.wd5.myworkdayjobs.com/External\\_iHM/job/Macon-GA/Outside-Sales-Representative\\_Req22048](https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Macon-GA/Outside-Sales-Representative_Req22048)

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

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**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

| <b>RS Number</b> | <b>Recruiting Source</b>  | <b>Date and Time</b>        |
|------------------|---|-----------------------------|
| <b>1</b>         | <b>All Access Music</b><br>E-mail: jdenver@allaccess.com              | Sent: 10/7/2020 10:51:32 AM |
| <b>4</b>         | <b>Ft Valley St Univ</b><br>E-mail: Elliss@fvsu.edu                   | Sent: 10/7/2020 10:51:29 AM |
| <b>5</b>         | <b>Georgia Association of Broadcasters</b><br>E-mail: mlewis@gab.org  | Sent: 10/7/2020 10:51:32 AM |
| <b>8</b>         | <b>LaGrange College</b><br>E-mail: CareerCenter@lagrange.edu          | Sent: 10/7/2020 10:51:31 AM |
| <b>10</b>        | <b>Mercer Univ</b><br>E-mail: bearlink@mercer.edu                     | Sent: 10/7/2020 10:51:30 AM |
| <b>11</b>        | <b>Middle GA College</b><br>E-mail: Melinda.Moffett@mga.edu           | Sent: 10/7/2020 10:51:30 AM |
| <b>12</b>        | <b>Wesleyan College</b><br>E-mail: sbaugh@wesleyancollege.edu         | Sent: 10/7/2020 10:51:31 AM |
| <b>13</b>        | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com | Sent: 10/7/2020 10:51:29 AM |

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ,  
WRBV, WVCC**

**Vacancy Data Form**

**Outside Sales Representative**

**Recruitment source referring hiree: Employee Referral  
Date of hire: 10/11/2021**

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS</b> |
|------------------|---|--|---|
| 1                | All Access Music<br>28955 Pacific Coast Highway<br>Malibu, California 90265<br>Phone : 310-457-6616<br>Email : jdenver@allaccess.com<br>Fax : 1-310-457-8058<br>Joel Denver   | N  | 0   |
| 2                | Employee Referral   | N  | 3   |
| 3                | Facebook post - Not directly contacted by SEU   | N  | 1   |
| 5                | Georgia Association of Broadcasters<br>8010 Roswell Road<br>Atlanta, Georgia 30350<br>Phone : 770-395-7200<br>Email : mlewis@gab.org<br>Fax : 1-770-395-7200<br>Luke Story  | N  | 0   |
| 6                | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a><br>Talent Acquisition Coordinator<br>Manual Posting | N  | 0   |
| 7                | 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  | 0   |
| 9                | LinkedIn - Not directly contacted by SEU  | N  | 2   |

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ,  
WRBV, WVCC**

**Vacancy Data Form**

**Outside Sales Representative**

Recruitment source referring hiree: Employee Referral  
Date of hire: 10/11/2021

| <b>RS Number</b>                               | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS</b> |
|--|---|--|---|
| 12   | Wesleyan College<br>4760 Forsyth Rd<br>Macon, Georgia 31210<br>Phone : 478-757-5209<br>Email : sbaugh@wesleyancollege.edu<br>Stephanie Baugh  | N  | 0   |
| 13   | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>6</b>                                  |

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

**Position: Outside Sales Representative**

**Hire Date: October 11, 2021**

This report, generated by Broadcast1Source, verifies that WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV, WVCC used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

**All recruiting agencies listed in the report below**

**Subject:** Job Notification from Broadcast1Source

**From:** contact@broadcast1source.com

**Details:**

**Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.**

iHeartMedia Stations

**Job Summary:**

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target.

Responsibilities

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.



**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

- Monitors competition to continually find new account leads.
- Negotiates rates based on iHeartMedia's budgets.
- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- SalesForce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

**Location**

Macon, GA: 7080 Industrial Highway, 31216

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

**Requirements:**

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC**

**Fax and E-mail verification summary report for Outside Sales Representative**

**Experience:**

**Additional Information:**

**Contact:**

[https://iheartmedia.wd5.myworkdayjobs.com/External\\_iHM/job/Macon-GA/Outside-Sales-Representative\\_Req23751](https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Macon-GA/Outside-Sales-Representative_Req23751)

**Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

**\*\*\*IMPORTANT\*\*\***

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Bonnie Gonzales at [bonniegonzales@iheartmedia.com](mailto:bonniegonzales@iheartmedia.com)

**WCOH-AM, WIBB-FM, WIHB-AM, WIHB-FM, WMGE, WMGP-FM, WQBZ, WRBV,  
WVCC****Fax and E-mail verification summary report for Outside Sales Representative**

| <b>RS Number</b> | <b>Recruiting Source</b>  | <b>Date and Time</b>      |
|------------------|---|---------------------------|
| <b>1</b>         | <b>All Access Music</b><br>E-mail: jdenver@allaccess.com              | Sent: 4/6/2021 5:15:57 PM |
| <b>5</b>         | <b>Georgia Association of Broadcasters</b><br>E-mail: mlewis@gab.org  | Sent: 4/6/2021 5:15:58 PM |
| <b>12</b>        | <b>Wesleyan College</b><br>E-mail: sbaugh@wesleyancollege.edu         | Sent: 4/6/2021 5:15:57 PM |
| <b>13</b>        | <b>www.mediagignow.com</b><br>E-mail: customerservice@mediagignow.com | Sent: 4/6/2021 5:15:57 PM |

**TAB C**  
**RECRUITMENT INITIATIVE**  
**DOCUMENTATION**

**WGST, WMGP, WCOH, WQBZ, WIBB-FM, WIHB-FM, WIHB,  
WRBV, WMGE**

**RECRUITMENT INITIATIVES FORM**

**December 1, 2019 - November 30, 2020**

|    | <b>Type of Recruitment Initiative<br/>(ex. Job Fair, Internship Program)</b> | <b>Date</b>        | <b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b><br><i>(where applicable, include job title(s) of station staff involved in the activity)</i>  |
|----|--|--------------------|---|
| 1. | Establishment of Training Programs for Station Personnel                     | 1/8/2020-2/26/2020 | From January 8, 2020 through February 26, 2020, the SEU established a training program that consisted of reoccurring training sessions for two Account Executives. There were six training sessions in total, and during these sessions, the SEU's Senior Vice President of Sales provided trainings for the Account Executives on digital products to learn new skills that are being released. This training provided new information for the Account Executives to further develop their knowledge of the industry to qualify them for senior level positions. |
| 2. | Provision of Training to Management  | 10/15/2020         | Our SEU's Senior VP of Sales 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.   |



**Outreach Initiative**

**Date of Event: 1/8/2020-2/26/2020**

**Activity Type: Establishment of training programs for station personnel**

**Recruitment Description: Establishment of training programs for station personnel**

**Ongoing Event? (Yes or No) No**

**Participants Details**

**Number of Participants: 3**

**Participant Name: William Barber- Senior Vice President of Sales - yes hiring authority**

**Renee Cooley- AE- no hiring authority**

**Daron Fears- AE- no hiring authority**

The SEU established reoccurring training sessions for Digital products to learn new skills that are being released. This training provided new information for the staff to further develop their knowledge of the industry to qualify them for senior level positions. There were 6 training sessions in total, and training topics included: streaming; the consumer journey; local lock; OTT; location training; and digital solutions and ops support.

Signatures:

William Barber

Renee Cooley

Daron Fears

**WGST, WMGP, WRZX, WQBZ, WIBB-FM, WIHB-FM, WIHB,  
WRBV, WMGE**

**RECRUITMENT INITIATIVES FORM**

**December 1, 2020 - November 30, 2021**

|    | <b>Type of Recruitment Initiative<br/>(ex. Job Fair, Internship Program)</b> | <b>Date</b> | <b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b><br><i>(where applicable, include job title(s) of station staff involved in the activity)</i>  |
|----|--|-------------|---|
| 1. | Provision of Training to Management  | 10/21/2021  | Our SEU's VP Programming 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. |





*This certificate is awarded to*

**Terrence Bibb**

*for the successful completion of the course*

**Valuing Diversity: Manager Edition**

*By Syntrio*

**Date:** 10/21/2021