

WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016¹

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
Account Executive- Sales	1-2, 4-10, 12-14	10
Account Executive- Sales	1-2, 4-10, 12-14	12
Account Executive- Sales	2-5, 10-11	11
Account Executive- Sales	2-5, 10-11	10
Account Executive- Sales	2-5, 10-11	3

¹This Report was modified in August 2018 to address reporting issues.

WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 334-229-4140 Email : etucker@asunet.alasu.edu Fax : 1-334-229-4985 Ella Tucker	N	0
2	Direct Employers Association, Inc.(<i>association distributing</i> 9002 N. Purdue Rd. Suite 100 <i>job postings to state job banks</i> Indianapolis, Indiana 46268 <i>throughout the US</i>) Phone : 866-268-6206 Email : info@usnlx.com Job Board	N	0
3	Employee Referral	N	3
4	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
5	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
6	Lakeland College 5001 Lake Land Blvd. Mattoon Mattoon, Alabama 61938 Phone : 217-234-5271 Email : kbeno@lakeland.cc.il.us Fax : 217-234-5506 Ken Beno	N	0
7	Lakeland College PO Box 359 Sheboygan Sheboygan, Alabama Phone : 920-565-1255 Email : lindsaylm@lakeland.edu Lisa Lindsay	N	0

WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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
8	National Association of Religious Broadcasters 9510 Technology Drive Manassas Manassas, Alabama 20110 Phone : 703-330-7000 Url : www.nrb.org Email : info@nrb.org Fax : 703-330-7100 Placement Office	N	0
9	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
10	Non-Employee Referral	N	2
11	On-Air Announcement (One or More SEU Stations)	N	1
12	Re-hire	N	1
13	Steven P.J. Wood Building 1101 North Highland St Arlington, Alabama 22201 Phone : 703-247-2000 Fax : 703-247-2001 Jim Cromwell	N	0
14	Troy State 2605 University Place Department of Business Phenix City, Alabama 36869 Phone : 334-448-5113 Fax : 1-334-448-5205 Kenny Marcum	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/17/2016	Participation in events or programs sponsored by educational institutions	On Feb.17, 2016, our Community Engagement Coordinator escorted the South Baldwin Junior Ambassadors from Foley High School around our facilities to observe the various departments and functions important to a broadcast operation, to expose them to broadcast careers in action, and to witness in a live broadcast in our studio during the work day as well. Throughout the tour the Community Engagement Coordinator explained job duties and how they impact station operations as a whole.	3	Community Engagement Coordinator SVPS On Air
2	3/3/2016	Participation in Job Fairs	On March 03, 2016, our SEU participated in the Baldwin County Job Fair. Station participants included our Sales Manager, who spoke with attendees about job opportunities in broadcasting	3	SVPS Community Engagement Coordinator SVP Programming
3	4/21/2016	Participation in Job Fairs	On April 21, 2016 our SEU participated in the 18th Annual South Alabama Regional Planning Commission Business Expo & / Job Fair at the Greater Gulf State Fairgrounds,. Station participants included our Senior Vice President of Sales , who spoke with attendees about job opportunities in broadcasting	3	Community Engagement Coordinator SVPS SVP Programming
4	8/9/2016	Participation in events or programs sponsored by educational institutions	As part of the iHeart Media Student Ambassador Program for the Jubilee chapter of BEST (Boosting Engineering Science and Technology), our SEU hosted a tour/training of our studios. Students from Davidson High School, toured the facilities, learned about careers in radio, learned about iHeartMedia, learned how to record audio for commercials promoting the BEST program, and learned how to write those commercials.	3	Community Engagement Coordinator on air host Market Engineering Manager Chief Engineer
5	8/25/2016	Participation in events sponsored by community groups	On Aug. 25, 2016, our SEU participated in the Mobile Chamber Business Expo. Station participants included our Market President, who spoke with attendees about job opportunities in Broadcasting.	2	SVPS Community Engagement Coordinator

WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	9/14/2016	Participation in events sponsored by community groups	Our Community Engagement Coordinator hosted a tour for the Exceptional Foundation of the Gulf Coast in Daphne, AL, a social & recreational day facility serving the Baldwin/Mobile Counties for individuals with physical & cognitive disabilities. During the tour, the Foundation members learned about the radio stations and the different types of jobs in a radio station as well as how radio works from commercials to computer technology.	4	SVPS Community Engagement Coordinator On Air On Air
7	9/28/2016	Participation in events sponsored by community groups	Our Community Engagement Coordinator hosted a tour for the Exceptional Foundation of the Gulf Coast in Daphne, AL, a social & recreational day facility serving the Baldwin/Mobile Counties for individuals with physical & cognitive disabilities. During the tour, the Foundation members learned about the radio stations and the different types of jobs in a radio station as well as how radio works from commercials to computer technology.	4	Community Engagement Coordinator SVPS On Air On Air
8	11/30/2016	Participation in other activities designed by the station employment unit	Our Market Engineering Manager mentored Davidson High School students involved in the Jubilee chapter of BEST (Boosting Engineering Science and Technology), who are interested in broadcast engineering on power tools, electronics, etc. during weekly visits to the school for much of the Fall and Spring semesters. He also served on the A Team of the BEST program, which helps with the organization of the program, logistics of the competitions and solicitation of the judges. The SEU also supported the BEST program by running public service announcements promoting the program and its related events and encouraging other local employers to participate in the iHeartMedia BEST Student Ambassador program.	1	Market Engineering Manager