

WKSJ-FM, WMXC, WNTM, WRGV, WRKH, WTKX-FM
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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 Account Executive	3-10	3
Inventory Revenue Manager	1-5, 9-10	3

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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	Alabama Broadcasters Assoc 2180 Pky Lake Drive Hoover, Alabama 35244 Url : al-ba.com Fax : 1-205-982-0015 Sharon Tinsley	N	0
2	Bishop State College 351 N. Broad Street Mobile, Alabama 36603 Fax : 1-251-438-4316 Harrietta Eaton	N	0
3	Employee Referral	N	4
4	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org 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	Indeed.com - Not Directly Contacted by SEU	N	1
7	Internal Candidate	N	1
8	Job Fair Recruitment (see Section III) Career Services Manual Posting	N	0
9	Pensacola Christian College 250 Brent Lane Pensacola, Florida 32503 Email : CareerServices@pcci.edu Shirley Campbell	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	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:			6

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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	12/23/2020	Provision of training to management	In December 2020, our SEU's Senior Vice President of Sales took the Harassment Prevention training course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment as well as other forms of harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	Senior Vice President of Sales
2	3/2/2021	Participation in Job Fairs	On March 2, 2021, our SEU participated in the Baldwin County Career & Job Fair in Mobile, Alabama. Station participants, including our Area President and Program Director spoke to attendees about career opportunities in broadcasting and employment opportunities at our SEU.	3	Area President program director Community engagement
3	9/22/2021	Participation in Job Fairs	On September 22, 2021, our SEU participated in the Gulf Coast Challenge College & Career Fair in Mobile, Alabama. Station participants, including our Program Director and Account Executive, discussed careers opportunities in radio with high school students.	2	Program director Account Executive
4	10/15/2021	Provision of training to management	In October 2021, our Program Director 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	Program director
5	11/4/2021	Participation in events or programs sponsored by educational institutions	On November 4, 2021, our SEU participated in the University of South Alabama's Communications Career Day in Mobile, Alabama. Station participants, including our Program Director, spoke with students about career opportunities in broadcasting.	1	Program Director

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6	11/18/2021	Participation in events sponsored by organizations representing the community	On November 18, 2021, our SEU participated in the Mobile Area Chamber of Commerce Business Expo in Mobile, Alabama. Station participants, including our Area President and On-Air Host discussed careers in broadcasting with attendees.	5	Area President On-Air Talent Account Executive Account Executive