

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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	1-19	13
Account Executive	1, 3-6, 8-9, 11, 13, 15-19	13

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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	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : alyson@nakatv.com Fax : 1-704-395-9698 Alyson Young	N	0
2	Central Piedmont Community College POB 35009 Career Center Charlotte, North Carolina 28202 Phone : 704-330-6551 Amber Shannon Manual Posting	N	0
3	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Email : naacp@charlottenaacp.com Career Services	N	0
4	Davidson College 705 Griffith Street Davidson, North Carolina 28026 Phone : 704-894-2000 Email : rimichaels@davidson.edu Fax : 1-704-894-2638 Karen Martin	N	0
5	Employee Referral	N	4
6	Employment Security Commission 7140 Forest Point Blvd, Suite A Charlotte, North Carolina 28217 Phone : 704-565-6865 Email : esc.jobs.charlottecentral@nccommerce.com Career Services	N	0
7	Glassdoor - Not directly contacted by SEU	N	1
8	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

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9	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	2
10	iHM Human Capital Acquisition	N	1
11	Indeed.com - Not directly contacted by SEU	N	5
12	Kings College 322 Lamar Avenue Career Center Charlotte, North Carolina 28201 Phone : 704-372-0266 Ashely Branham Manual Posting	N	0
13	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	15
14	On-Air Announcement (One or More SEU Stations)	N	1
15	Queens College 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Email : careerprograms@queens.edu Fax : 1-704-337-2241 Tes Asfaw	N	0
16	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-687-0795 Email : career@uncc.edu Angela Price	N	0
17	Unknown (source not adequately identified upon inquiry by SEU)	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Urban League of Central Carolina 740 West 5th. Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Email : inquiries@urbanleaguecc.org Fax : 1-704-373-2262 Career Services	N	0
19	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:			33

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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	2/15/2023	Participation in events sponsored by organizations representing the community	Our SEU participated in the JA Inspire Virtual Career Exploration in Charlotte, NC. This virtual event allowed the SEU to set up a virtual booth with live videos and available employment opportunities. The market president and EA/Local EEO Coordinator created videos and attended the live Q&A session. This event allowed communication with high school students interested in exploring a future career in broadcasting and the radio industry.	2	Market president EA/Local EEO Coordinator
2	3/1/2023	Participation in scholarship programs	Our SEU participated in the Connecticut School of Broadcasting Broadcast Scholarship Program. By awarding a chosen student a scholarship to Connecticut School of Broadcasting it shows commitment to serving the local community and attracting more diversity to the business of broadcasting. Our SEU ran on-air announcements promoting the school and scholarship program and provided website links of the program.	1	SVP of sales
3	6/5/2023	Participation in events or programs sponsored by educational institutions	Our SEU had the Market President, the RSVPP, and a senior AE participate in a nine-day training program at the Kellar Radio Institute at Appalachian State University. Our SEU's participants gave lectures to students at the Institute about the skills needed to succeed in a career in broadcasting. The nine-day training program focused on helping train students to secure their first job in the broadcasting industry.	3	Market president SVP of programming Senior Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	6/21/2023	Participation in events sponsored by organizations representing the community	Our SEU hosted the Charlotte Youth Broadcasting Camp attendees. This camp is a national specialty broadcasting camp for middle and high school children. Our SEU's participants in hosting was the Market President, EA/EEO Coordinator, SVPP, Production Director & On Air Host. They all spoke to attendees about sales, radio programming, promotions, making commercials, and the training and experience it takes to be successful in the radio industry. This visit encouraged the children to further their education and gave them knowledge of a career in the radio broadcasting field.	5	Market president EA/EEO Coordinator svpp Production Director
5	6/28/2023	Provision of training to management	In June, 2023, our SEU's Regional Senior VP of Sales 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	Regional Senior VP of Sales
6	6/28/2023	Provision of training to management	On June, 2023, our SEU's Regional Senior VP of Sales took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Regional Senior VP of Sales
7	6/28/2023	Provision of training to management	On June, 2023, our SEU's Regional Senior VP of Sales took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Regional Senior VP of Sales

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8	6/28/2023	Provision of training to management	On June, 2023, our SEU's Regional Senior VP of Sales took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Regional Senior VP of Sales