

WEND, WHQC, WKKT, WLKO, WRFX
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

I. VACANCY LIST

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|---|--|-------------------------------|
| Program Director Classic Rock & Alternative Charlotte & Raleigh NC | 1-3, 5-6, 8-9, 12-15, 17 | 12 |
| Program Director Country Charlotte, NC | 1-3, 5, 8-10, 13, 15, 17 | 15 |
| Account Executive | 1-2, 4-11, 13-14, 17 | 4 |
| WHQC Morning Show Executive Producer | 1-5, 8-9, 13-14, 16-17 | 4 |

WEND, WHQC, WKKT, WLKO, WRFX**EEO PUBLIC FILE REPORT****August 1, 2021 - July 31, 2022****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 | Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Email : naacp@charlottenaacp.com Career Services | N | 0 |
| 3 | 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 |
| 4 | Employee Referral | N | 3 |
| 5 | 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 |
| 6 | Goodwill Industries International 2122 Freedom Drive Charlotte, North Carolina 28208 Phone : 704-372-3434 Fax : 1-704-372-3228 Career Services | N | 0 |
| 7 | iHeartMedia Talent Acquisition | N | 4 |
| 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 | LinkedIn - Not directly contacted by SEU | N | 4 |
| 11 | 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 | 1 |
| 12 | Non-Employee Referral | N | 1 |
| 13 | 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 |
| 14 | UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-687-0795 Email : career@uncc.edu Angela Price | N | 0 |
| 15 | Unknown (source not adequately identified upon inquiry by SEU) | N | 3 |
| 16 | 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 |

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|--|---|--|---|
| 17 | 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: | | | 18 |

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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 | 10/21/2021 | Participation in events sponsored by organizations representing the community | Our SEU participated in the Seacrest Studios Virtual Field Trip in Charlotte, NC. The SEU's participants included the Market President, SVP of Programming, and Production Director. The participants met with current interns virtually discussing all the opportunities available in the radio industry and answering all questions live. | 3 | Market President SVP of Programming Production Manager |
| 2 | 2/23/2022 | Participation in Job Fairs | 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 |
| 3 | 3/3/2022 | Participation in Job Fairs | Our SEU participated in the UNCC Virtual Fair, CreativeCONNECT in Charlotte, NC. The SEU participants were the SVP of Sales and VP of Sales. The participants met with students virtually and separately during the 2-hour fair by video to discuss all career opportunities in the radio industry. | 2 | SVP of Sales VP of Sales Manager |
| 4 | 6/6/2022 | 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 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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| 5 | 6/23/2022 | Participation in events sponsored by organizations representing the community | Our SEU hosted the Charlotte Youth Broadcasting Camp for a station tour. 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 Hosts. 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 attendees to explore career opportunities in the radio broadcasting field. | 4 | various positions various positions various positions various positions |
| 6 | 7/13/2022 | Provision of training to management | In July 2022, our SEU's SVP of 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. | 1 | SVP of programming |
| 7 | 7/18/2022 | Participation in events sponsored by organizations representing the community | Our SEU hosted the Seacrest Studios Interns for an onsite tour. Our SEU's participants included the Market President, SVP Programming, Production Director, and On-Air Morning Show Host. They spoke to attendees about sales, radio programming, promotions, making commercials, and the training and experience it takes to be successful in the radio industry. | 4 | Market President SVP Programming Production Director On-air Morning Show Host |