

WAGH, WDAK, WGSY, WHTY, WSTH-FM, WVRK
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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	1-9	6

WAGH, WDAK, WGSY, WHTY, WSTH-FM, WVRK

EEO PUBLIC FILE REPORT

December 1, 2019 - November 30, 2020

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	AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 301-457-6616 Email : JDenver@allaccess.com Joel Denver	N	0
2	Columbus StateUniversity 4225 University Avenue Columbus, Georgia Phone : 706-507-8764 Email : LAB@ColumbusState.edu Luz Bernal	N	0
3	CVCC 2602 College Drive Phenix City, Alabama 36869 Phone : 334-291-4900 Url : http://www.cv.edu Email : Debbie.Boone@cv.edu Debbie Boone	N	0
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	LinkedIn-Not directly contacted by SEU	N	1
7	Urban League of Greater Columbus 802 1st Avenue Columbus, Georgia 31902-2707 Phone : 706-322-6840 Url : http://www.columbusurbanleague.org Email : ceo@urbanleaguegc.org Susan Cooper	N	0

WAGH, WDAK, WGSY, WHTY, WSTH-FM, WVRK**EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020****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
8	US Army Employment Readiness Program Building 2624, Soldiers Plaza Fort Benning, Georgia 31905 Url : http://www.us.army.mil Email : mark.mills4@us.army.mil Career Services	N	0
9	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:			1

WAGH, WDAK, WGSY, WHTY, WSTH-FM, WVRK**EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/20/2020	Establishment of a mentoring program	During the reporting period, our SEU's Vice President of Engineering mentored Local Engineer on advanced engineering skills. The mentoring sessions occurred bi-weekly and covered topics such as AM & FM transmitter maintenance, antenna repair for broadcast and satellite issues, IT support, and facilities management. The sessions included calls, in-person meetings, and instructional sessions with our Vice President of Engineering and Senior Vice Presidents. As a result of the training, in January 2020, Local Engineer was promoted to Regional Engineer.	1	Regional Engineer
2	4/22/2020	Co Sponsoring Job Fair	On April 22, 2020, our SEU co-sponsored a job fair with our local Goodwill Southern Rivers. Our SEU helped organize all aspects of the event and coordinate logistics, including helping recruit employers to participate, promoting the event on-air and through our stations' social media platforms, and setting up on the day of the event. Our SEU also participated as an employer, setting up a booth and collecting resumes from interested attendees.	2	Market President VP-Programming
3	10/13/2020	Provision of training to management	In October 2021, one of our SEU managers 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	Promotions manager

WAGH, WDAK, WGSY, WHTY, WSTH-FM, WVRK**EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/29/2020	Establishment of a mentoring program	During the reporting period, our Market President mentored an on-air personality on the skills needed to obtain a job in the promotions department. The Market President and On-Air personality met on a Weekly basis to cover topics including operations duties, promotions skills, and tools to balance the workflow between the programming and sales departments. As a result of the program, the on-air personality was promoted to Promotions Director for the market.	1	promotions director