

WBGA, WGIG, WHFX, WQGA, WYNR
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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 | 1-6 | 5 |

WBGA, WGIG, WHFX, WQGA, WYNR**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****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 | All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver | N | 0 |
| 2 | College of Coastal Ga. 1 College Dr. Brunswick, Georgia 31520 Phone : 912-279-5717 Email : bweese@ccga.edu Fax : 1-912-261-3935 Brian Weese | N | 0 |
| 3 | 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 |
| 4 | 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 |
| 5 | Indeed.com - Not Directly Contacted by SEU | N | 2 |
| 6 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 2 |

WBGA, WGIG, WHFX, WQGA, WYNR**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****III. RECRUITMENT INITIATIVES**

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|--|---|---|
| 1 | 6/25/2019 | Provision of training to management | Our SEU's Senior VP Sales took the Valuing Diversity Training provided by the 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 our organization. | 1 | Senior VP Sales |
| 2 | 8/1/2019 | Establishment of a mentoring program | Beginning in August 2019, our SVPP mentored two part-time employees, who are currently attending high school and are interested in full-time employment in radio upon graduation. This mentoring program included instruction in various programming duties to enhance their career potential such as running a sound board, voice coaching and working with critical software. The part-timers gained real-time experience during high school football and other remote broadcasts as well as writing, producing and voicing commercials. | 3 | SVP Programming Programming Programming |
| 3 | 9/11/2019 | Participation in Job Fairs | Our SEU participated in a job fair at College of Coastal Georgia. The SVP Programming and Promotions Manager spoke to perspective students, discussed internships and employment opportunities in broadcasting generally, handed out station information, etc. | 2 | SVP Programming Promotions Manager |
| 4 | 9/26/2019 | Participation in events or programs sponsored by educational institutions | Our SEU hosted students from Brunswick High and Glynn Academy for a station and industry overview. The students who are interested in the media field, were able to tour our facilities and get a behind-the-scenes view of the stations. SEU participants were able to answer member questions. | 3 | SVP Programming Senior VP Sales Promotions Manager |
| 5 | 10/16/2019 | Participation in Job Fairs | Our SEU participated in a job fair at College of Coastal Georgia. The SVP Programming, Sr. Vice President Sales and Promotions Manager spoke to perspective students, discussed internships and employee opportunities in broadcasting, handed out station information, etc. | 3 | SVP Programming Senior Vice President Sales Promotions Manager |

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|---|-------------|---|---|---|---|
| 6 | 10/21/2019 | Participation in events or programs sponsored by educational institutions | Our SEU hosted students from the College of Coastal Georgia for a station tour and industry overview. Students who were interested in the media field, were able to tour the facilities and get a behind-the-scenes view of the stations. SEU participants were available to the members to answer questions. | 3 | SVP Programminng Promotions Manager On Air Personality |
| 7 | 11/13/2019 | Participation in Job Fairs | Our SEU participated in a job fair at College of Coastal Georgia. The SVP Programming, Sr. Vice President Sales and Promotions Manager spoke to perspective students, discussed internships and employee opportunities in broadcasting, handed out station information, etc. | 3 | SVP Programming Senior Vice President Sales Promotions Manager |