

WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018¹

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
Sales Assistant	1-8, 11-15	4
Administrative and Sales Support	2-3, 5-11, 13, 15-16	10

¹ This Report was revised in May 2019 to address reporting issues.

WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG

EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

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	AM FM Jobs.com PO Box 4116 Oceanside, California 92052 Mark Holloway Manual Posting	N	0
2	American Women in Radio & Television 8405 Greensboro Dr., Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : www.awrt.org Fax : 1-703-506-3266 Maria E Brennan	N	0
3	Delaware State University 1200 DuPont Hwy Dover, Delaware 19901 Email : rroberts@desu.edu R Roberts	N	0
4	Employee Referral	N	2
5	Greater Wilmington Radio Association PO Box 9530 Wilmington, Delaware 19809 Url : www.wilmingtonradio.org Email : info@wilmingtonradio.org Fax : 1-302-765-3571 Job Postings	N	0
6	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
7	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

WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG**EEO PUBLIC FILE REPORT****June 1, 2017 - May 31, 2018****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
8	Indeed.com 7501 North Capital of Texas Highway Austin, Texas 78731 Url : www.indeed.com Job Quality Manual Posting	N	2
9	Indeed.com - Not Directly Contacted by SEU	N	1
10	Linked In (via active sourcing and/or self-referral)	N	1
11	National Association of Hispanic Journalists 1000 National Press Building 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Email : jobbank@nahj.org Fax : 1-202-662-7144 Michelle Vignoli	N	0
12	Radio-Television News Directors Association & Foundation 529 14th Street, NW, Suite 425 Washington, District of Columbia 20045 Url : www.rtdna.org Fax : 1-202-223-4007 Job Postings	N	0
13	Talker's Magazine 785 Williams Street #429 Longmeadow, Maine 01106 Fax : 1-413-565-5419 Job Postings	N	0
14	The Daily Times 618 Beam St Salisbury, Maryland 21801 Phone : 410-749-7171 Url : www.delmarvanow.com Career Services Manual Posting	N	0
15	University of Delaware-Career Services Center 401 Academy St Newark, Delaware 19716-6510 Email : megreen@udel.edu Marianne Green	N	0

WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG**EEO PUBLIC FILE REPORT****June 1, 2017 - May 31, 2018****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
16	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:			8

WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG

EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2018	Participation in events or programs sponsored by educational institutions	On February 1, 2018, one of our SEU's on-air personalities visited Pemberton Elementary School and spoke with students about careers in broadcasting and how the industry can help promote community organizations.	1	Program Director On-Air Personality
2	3/15/2018	Participation in Job Fairs	On March 15, 2018, our SEU participated in the Mass Communications Day Conference and Career Fair at Delaware State University. Our Production Manager and Assistant Operations Manager met with participants to discuss jobs in broadcasting.	1	Production/Asst Ops Mgr
3	3/20/2018	Participation in events sponsored by community groups	On March 20, 2018, our SEU participated in an event at the Rotary Club which included a discussion of the various jobs available within the broadcast industry and economic impact of advertising on the broadcast business.	1	AE
4	3/22/2018	Participation in events or programs sponsored by educational institutions	On March 22, 2018, one of our SEU's on-air personalities visited Pemberton Elementary School and spoke with students about careers in broadcasting and how the industry can help promote community organizations.	1	Program Director
5	3/22/2018	Participation in events or programs sponsored by educational institutions	On March 22, 2018, our SEU participated in the 11th annual Career Day at Salisbury University. Our Senior Vice President of Sales attended to meet with participants and discuss jobs in broadcasting.	1	SVPS
6	4/3/2018	Participation in events or programs sponsored by educational institutions	On April 3, 2018, our SEU attended Rowan University. One of our on-air personalities discussed careers in radio broadcasting with the members of the media majors club.	1	On-Air Personality
7	5/30/2018	Participation in events or programs sponsored by educational institutions	On May 30, 2018, our SEU participated in a career day at St. Marks school representing iHeartmedia to discuss the broadcasting industry.	2	AE Traffic Director