

WEZL, WRFQ, WSCC-FM, WXLY
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018¹

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 |
|--|--|-------------------------------|
| Executive Assistant / Sales Support | 1-3, 5-7, 9, 11, 14-15 | 6 |
| Outside Account Executive | 1-11, 13-15 | 13 |
| Sales Assistant | 1-3, 5-7, 9, 11, 14-15 | 6 |
| Outside Account Executive | 1-3, 5-7, 9, 11, 14-15 | 7 |
| SVPS of Sales | 1-3, 5-11, 14-15 | 10 |
| Sales Support / National Sales Assistant | 1-3, 5-7, 9, 11, 14-15 | 6 |
| Sales Assistant | 1, 3-7, 9-12, 14-16 | 4 |
| Account Executive | 1-7, 9-11, 14-16 | 4 |

¹This Report was modified in July 2019 to address reporting issues.

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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 | Benedict College, Personnel Services 1600 Harden Street Columbia, South Carolina Phone : (803) 253-5153 Email : rutherfordk@benedict.edu Fax : 1-803-705-6888 Karen Rutherford | N | 0 |
| 2 | Black Radio Entertainment South Carolina Url : www.bremagazine.com Email : marceygetsinger@clearchannel.com Career Services n/a | N | 0 |
| 3 | Claflin University Office of Career Development 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5338 Email : csnell@claflin.edu Fax : 1-803-535-5379 Carolyn Snell | N | 0 |
| 4 | Employee Referral | N | 3 |
| 5 | 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 | 2 |
| 6 | 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 | 7 |
| 7 | Indeed - Not Directly Contacted by SEU 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : www.indeed.com Online Source | N | 11 |
| 8 | Indeed.com - Not Directly Contacted by SEU | N | 3 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|---|--|---|
| 9 | Job Fairs (See Section III) South Carolina n/a n/a Manual Posting | N | 0 |
| 10 | Linked In | N | 4 |
| 11 | On-Air Announcements (One or more SEU stations) South Carolina n/a n/a Manual Posting | N | 0 |
| 12 | S.C. Employment Security Commission P.O. Box 995 1550 Gadsen Street Columbia, South Carolina 29202 Phone : 803-555-1212 Office Manager Office Manager | N | 1 |
| 13 | Self Referral | N | 1 |
| 14 | South Carolina Broadcasters Association One Harbison Way #112 Columbia, South Carolina Url : www.scba.net Career Service Manual Posting | N | 0 |
| 15 | Trident Technical College North Charleston, South Carolina Phone : 843-574-6119 Url : http://tridenttech-csm.symplicity.com/ Email : tridenttech-csm@symplicity.com Jennifer Pinckney | N | 0 |
| 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: | | | 32 |

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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 | 2/4/2018 | Establishment of a mentoring program | In February, 2018 our SEU established a mentoring program to cross train and educate the Sales Assistant, matching him with a Senior AE to enable him to improve his skills and qualify for a higher position. Between February 2018 and April 2018 the sales assistant accompanied his mentor during sales calls and was trained on how best to pitch ideas as well as best practices of the sales software. | 1 | Senior AE Sales Assistant |
| 2 | 2/12/2018 | Participation in events or programs sponsored by educational institutions | On February 12th, 2018 our News Director participated in a Local Media/Career Day at the College of Charleston. She was a guest speaker and talked to students about a career in local media and local community. She spoke of different aspects of the the Communications and Broadcasting field along with opportunities within our company. | 1 | News Director / Talk Show Host |
| 3 | 3/23/2018 | Participation in events or programs sponsored by educational institutions | The SEU visited Joseph Pyle Elementary School for a career day. Station participants included a promotions team member, who spoke with interested students about careers in broadcasting. | 1 | Promotions |
| 4 | 4/20/2018 | Establishment of a mentoring program | In April, 2018 our SEU established a mentoring program to train and educate the part time production/programming assistant to enable her to improve her experience and skills to qualify for a full time higher position. She is mentored by the Program Director/Operations Manager, learning all aspects of Production, On-Air, and Promotions. | 1 | Assistant Operations Manager/ Program Director |
| 5 | 5/7/2018 | Provision of training to management | In May & June 2018, several SEU managers took an online training course entitled "Preventing Sexual Harassment for Managers" provided the iHeartMedia Learning Center. | 3 | Regional VP/Area President Market SVPP Program Director |