

**WAXQ, WHTZ, WKTU, WLTW, WOR, WWPR-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020<sup>1</sup>**

**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
WOR710 Account Executive (Base + Commission)	1-6, 8-14, 18-19, 21-25, 27-30, 32-36, 39, 41-42	14
WOR Early Evening Talk Show Host	1-5, 7-14, 19, 21-25, 27-29, 32-35, 39, 41-42	7
WOR Early Evening Talk Show Host	1-14, 18-19, 21-25, 27-30, 32-35, 39, 41-42	7
Producer	1-6, 8-16, 18-19, 21-25, 27-30, 32-36, 39, 41-42	14
Brand Integration Group Sales Assistant	1-8, 10-14, 18-19, 21, 23-25, 27-30, 32, 34-36, 39, 41-42	14
National Sales Assistant	1-6, 8-14, 18-19, 21-25, 27-30, 32, 34- 36, 39, 41-42	14
WOR710 Account Executive (Base + Commission)	1-6, 8-14, 18-19, 21-25, 27-30, 32, 34- 36, 39-42	40
Z100/KTU Account Executive	2-6, 8-15, 18-25, 27-30, 32, 34-36, 39- 42	40
LiteFM Account Executive - Base + Commission	1-14, 18-19, 21-25, 27-30, 32, 34-36, 39, 41-42	7
Data Entry Specialist - Innovation Lab	1-3, 5-14, 18-19, 21-25, 27-30, 32, 34- 36, 39, 41-42	7
Digital Sales Manager - NYC	1-3, 5-14, 18-25, 27-30, 32, 34-36, 39, 41-42	20
WOR710 Account Executive (Base + Commission)	1-3, 5-6, 8-14, 17-19, 21-24, 27-30, 32, 34-36, 39, 41-42	17
National Sales Assistant	1-3, 5-14, 18-25, 27-30, 32, 34-36, 39, 41-42	7
WOR710 Account Executive (Base + Commission)	1-3, 5-6, 8-15, 18-25, 27-30, 32, 34-37, 39, 41-42	37
Production Manager	1-3, 5-6, 8-19, 21-25, 27-30, 32, 34-36, 39, 41-42	17
NYC Account Executive	1-3, 5-16, 18-25, 27-30, 32, 34-36, 38- 39, 41-42	7
WOR Full Time Board Op	1-3, 5-6, 8-14, 17-19, 21-24, 27-30, 32, 34-36, 39, 42	17
Director, Strategy and Innovation	1-3, 5-14, 18-19, 21-25, 27-30, 32, 34- 36, 39, 41-42	7
Innovation Lab, Design and Activation Coordinator	1-3, 5-6, 8-14, 17-19, 21-25, 27-30, 32, 34-36, 39, 41-42	17
WOR Full Time Board Operator	1-3, 5-14, 18-19, 21-30, 32, 34-36, 39, 41-42	7

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Studio Engineer	1-3, 5-14, 18-19, 21-25, 27-30, 32, 34-36, 39, 41-42	7
Sales Assistant	1-3, 5-25, 27-30, 32, 34-36, 39, 41-42	17
Sales Assistant	1-3, 5-25, 27-30, 32, 34-36, 39, 41-42	7
Creative Service and Production Director	1-3, 5-6, 8-15, 18-19, 21-25, 27-30, 32, 34-36, 39, 41-42	15
Multicultural Account Executive Base + Commission	1-3, 5-14, 17-19, 21, 23-25, 27-30, 32, 34-36, 39, 41-42	7
Multicultural Account Executive Base + Commission	1-3, 5-14, 17-19, 21, 23-25, 27-30, 32, 34-36, 39, 41-42	17
Digital Video Producer	1-3, 5-6, 8-15, 18-25, 27-30, 32, 34-36, 39, 41-42	20
Assistant Program Director WLTW	1-3, 5-6, 8-14, 17-19, 21-25, 27-30, 32, 34-36, 39, 41-42	17
Z100 Account Executive - Base + Commission	1-3, 5-14, 18-25, 27-30, 32, 34-36, 39, 41-42	7
Z100 Account Executive - Base + Commission	1-3, 5-14, 18-25, 27-30, 32, 34-36, 39, 41-42	14
Manager, Marketing Solutions NYC Innovation Lab	1-3, 5-6, 8-15, 18-19, 21-25, 27-30, 32, 34-36, 38-39, 41-42	38
Agency Sales Manager - New York, NY	1-3, 5-6, 8-14, 18-19, 21-25, 27-30, 32, 34-36, 39, 41-42	13
Sales Manager - New York, NY	1-3, 5-6, 8-14, 17-19, 21-25, 27-30, 32, 34-36, 39, 41-42	17
Innovation Lab, Design and Activation Coordinator	1-3, 5, 7-14, 17-19, 21-25, 27-30, 32, 34-36, 39, 41-42	17
Sales Assistant	1-3, 5-6, 8-14, 18-19, 21-23, 25, 27-32, 34-35, 39, 41-42	31
Digital Producer - Elvis Duran Morning Show	1-3, 5-6, 8-14, 17-19, 21-25, 27-30, 32, 34-35, 39, 41-42	17
Commercial Producer	1-3, 5-14, 18-19, 21-25, 27-30, 32, 34-36, 39, 41-42	7
Studio Engineer	1-3, 5-6, 8-12, 14, 18-19, 21-25, 27-32, 34-36, 39, 41-42	31
Manager, Marketing Solutions NYC Innovation Lab	1-3, 5-14, 18-19, 21-25, 27-30, 32, 34-36, 39, 41-42	7

<sup>1</sup> This report was modified June 2020 to address reporting issues.

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Berkeley College 3 East 43rd St. 4th Fl. 6th Floor Career Services New York, New York 10017 Phone : 212-986-4343 Email : mt@berkeleycollege.edu Mark Thomas	N	0
2	Borough of Manhattan Community College City University of NY Travel & Tourism 245 Greenwich St. Fiterman 830U New York,, New York 10007 Phone : 212-220-8214 Email : eg@etn.travel Dr. Elinor Garely	N	0
3	Brooklyn College 2900 Bedford Avenue Room 1303 James Hall Brooklyn, New York 11210 Phone : 718-951-5696 Email : jobpostings@brooklyn.cuny.edu Andre Fontenelle	Y	0
4	City University of New York CUNY New York, New York Email : Ashley.Walker@cuny.edu Ashley Walker	N	0
5	Connecticut School of Broadcasting 1400 Old Country Road Suite 211 (36A) Westbury, New York 11590-5156 Phone : 516-280-6801 Email : bmartines@gocsb.com Rebecca Martines	Y	0
6	Dream Careers Internship Coordinator 181 2nd Avenue Suite 200 San Mateo, California 94401 Phone : 6502613147 Email : Shane@dreamcareersinc.com Shane Shane	N	0
7	Employee Referral	N	19
8	Essex County College 303 University Avenue Newark, New Jersey 07102 Phone : 973-877-3270 Email : swarmley@essex.edu Sybil Bost-Wormley	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
9	Five Towns College 305 North Service Road Dix Hills, New York 11746 Phone : 631-656-2163 Email : krysti.orourke@ftc.edu Krysti O'Rourke	N	0
10	Focus Hispanic Center for Com. Devel. Inc. 441-443 Broad Street Newark, New Jersey 07102 Phone : 973-624-2528 Email : rrosario@focus411.org Rosa Rosario	N	0
11	Fordham University Career Development Center 140 West 62nd Street - 1st floor New York, New York 10023 Phone : 212-636-6170 Email : mpiriz@fordham.edu Dennis Grant	Y	0
12	Hobart & William Smith College Salisbury Center for Career Services Trinity Hall Geneva, New York 14456 Phone : 315-781-3514 Email : cso@hws.edu Jackie Doyle	Y	0
13	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	7
14	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	8
15	Indeed.com - Not Directly Contacted by SEU	N	13
16	Internal Candidate	N	4
17	Internal Transfer/Promotion	N	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Ithaca College Office of Career Services 953 Danby Road, 101 Muller Ithaca, New York 14850 Phone : 607-274-3365 Email : careers@ithaca.edu John Fracchia	N	0
19	Kean University 1000 Morris Avenue Union, New Jersey 07083 Phone : 908-737-0456 Email : kmirror@kean.edu Kristine Mirror	Y	0
20	LinkedIn (informal employee networking/outreach) 1000 W Maude Ave. Sunnyvale, California 90265 Phone : 210-580-7548 Employee Networking	N	9
21	Long Island Univ. Brooklyn Campus 1 University Plaza, Pratt 510 Brooklyn, New York 11201 Phone : 718-488-1039 Email : Amy.rothenberg@liu.edu Amy Rothenberg	Y	0
22	Nassau Comm. College Career Counseling Center 1 Education Drive Garden City, New York 11530 Phone : 516-572-7696 Url : www.ncc.edu Email : Constance.Egelman@ncc.edu Constance Egelman	Y	0
23	New York State Broadcasters Assoc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : admin@tvjobs.com Mark Holloway	N	0
24	NJ Depart. Of Labor & Workforce Devel. 438 Summit Avenue 2nd Fl. Jersey City, New Jersey 07306 Phone : 973-742-9226 Email : walter.toombs@dol.nj.gov Walter Toombs	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	NY Univ./Arthur Carter Journal. Institute 20 Cooper Square, Room 647 New York, New York 10003 Phone : 212-998-3837 Email : Craigh.Barboza@nyu.edu Craig Barboza	N	0
26	NYC Workforce1 Upper Manhattan Career Center 215 West 125th Street 6th Floor New York, New York 10027 Career Services Manual Posting	N	0
27	NYU Office of Career Development 721 Broadway, 8th Fl New York, New York 10003 Phone : 2129981824 Email : Tisch.career@nyu.edu Lily Hung	Y	0
28	Queens College 65-30 Kissena Blvd Flushings, New York 11367 Phone : 718-997-4465 Email : tes.asfaw@qc.cuny.edu Fax : 1-718-997-4463 Tesyfaye Asfaw	N	0
29	Rutgers University 360 Dr. Martin Luther King Jr. Blvd Hill Hall, Room 112 Newark, New Jersey 07102 Phone : 973-353-5312 Email : cegan@newark.rutgers.edu Michelle Bryan	Y	0
30	Seton Hall University 400 South Orange Avenue Career Center 2nd Floor Bayley Hall South Orange, New Jersey 07079 Phone : 973-275-2316 Email : gina.aloe@shu.edu Gina Aloe	N	0
31	SEU Internship Program (Current or Former Intern)	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	St. Johns Univ. Center For TV,Film, Radio 8000 Utopia Parkway Jamaica, New York 11439 Phone : 718-990-2188 Email : haynesd@stjohns.edu Donna Haynes	Y	0
33	Staten Island YMCA New Am. Welcome Ct 285 Vanderbilt Ave Staten Island, New York 10304 Phone : 718-981-4382 Email : rrinaldo@ymcanyc.org Rachael Rinaldo	N	0
34	Syracuse Univ. S.I Newhouse School 215 University Place Syracuse, New York 13244 Phone : 315-443-1913 Email : belichti@syr.edu Bridget Lichtinger	Y	0
35	Touro College, NYSCHS 27-33 West 23rd Street New York, New York 10010 Phone : 212-463-0400 ext. 5449 Email : adriana.jimenez-garcia@touro.edu Adriana Jimenez-Garcia	Y	0
36	University of Pennsylvania McNeil Bldg. Suite 20 3718 Locust Walk Philadelphia, Pennsylvania 19104 Phone : 215-898-4827 Email : listings@pobox.upenn.edu Fax : 1-215-898-2687 Anne Marie Gercke	N	0
37	Unknown (source not adequately identified upon inquiry by SEU)	N	1
38	Walk In/Self-Referral	N	2
39	William Paterson University Career Development Center 300 Pompton Road Wayne, New Jersey 07470 Phone : 973-720-3020 Email : barrowsm@wpunj.edu Mary Alice Barrows	N	0
40	Word of Mouth Referral	N	2

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
41	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
42	York College 94-20 Guy R. Brewer Blvd. Jamaica, New York 11451 Email : mbsmith@york.cuny.edu Michael Smith	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>77</b>



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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/1/2019	Establishment of an intern program designed to assist members of the community	Spring/2019 Internship Program for iHeart Media: Hired total of 20 paid interns for stations WHTZ and WWPR plus Promotions and Sales Departments. These Interns worked closely with SEU staff to learn the "behind the scenes" functioning of a radio station. During their internship they shadowed SEU staff, assisting with various functions of our programming, promotions and sales departments. They also had opportunity to seek career advice, and ask questions related to jobs in broadcasting, and were supervised by Program Director, On-air Talent, Promotions Director and Assistant Program Director.	4	Program Director Programming & Community Affairs Coordinator Executive Producer - Z100 morning show Marketing & Promotions Director
2	6/1/2019	Establishment of an intern program designed to assist members of the community	Summer/2019 Internship Program for iHeart Media: Hired total of 22 paid interns for stations WHTZ and WWPR plus Promotions and Sales Departments. These Interns worked closely with SEU staff to learn the "behind the scenes" functioning of a radio station. During their internship they shadowed SEU staff, assisting with various functions of our programming, promotions and sales departments. They also had opportunity to seek career advice, and ask questions related to jobs in broadcasting, and were supervised Program Director, On-air Talent, Promotions Director and Assistant Program Director.	4	Program Director Programming & Community Affairs Coordinator Executive Producer - Z100 morning show VP Sales Operations & Data Analytics

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
3	9/1/2019	Establishment of an intern program designed to assist members of the community	Fall/2019 Internship Program for iHeart Media: Hired total of 24 paid interns for stations WHTZ and WWPR plus Promotions and Sales Departments. These Interns worked closely with SEU staff to learn the "behind the scenes" functioning of a radio station. During their internship they shadowed SEU staff, assisting with various functions of our programming, promotions and sales departments. They also had opportunity to seek career advice, and ask questions related to jobs in broadcasting, and were supervised Program Director, On-air Talent, Promotions Director and Assistant Program Director.	4	Program Director Program Director Executive Producer - Z100 morning show Executive Producer for Z100 Morning Show
4	9/19/2019	Participation in Job Fairs	Our SEU participated in the St. John University Careers and Internship job fair at the Queens campus located at 8000 Utopia Parkway, Queens, NY 11439. Station participation included our Digital Content Manager, and our Programming & Events Coordinator, who discussed careers in radio with interested attendees. Also discussed internship and employment opportunities with attendees.	2	Programming & Events Coordinator Digital Content Manager
5	10/18/2019	Participation in Job Fairs	Our SEU participated in the Brooklyn College Careers and Internship job fair at the Brooklyn campus located at 8000 Utopia Parkway, Queens, NY 11439. Station participation included our Digital Content Manager, and our Programming & Events Coordinator, who discussed careers in radio with interested attendees. Also discussed internship and employment opportunities with attendees	2	HR/Payroll Manager Events Director for NY