

WHKF, WHP, WRBT, WRVV, WTKT
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

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
Outside Account Executive	1-21	9

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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	AM/FM Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 761-754-8177 Email : jobs@amfmjobs.com Mark Holloway	N	0
2	Broadcasting and Cable 5700 Wilshire Blvd. Ste. 120 Los Angeles, California 90036 Phone : 323-965-2089 Email : katie.rosa@reedbusiness.com Katie Rosa	N	0
3	Broadcasting Institute of Maryland 7200 Hartford Rd. Baltimore, Maryland 21234 Phone : 410-254-2770 Email : nb@bim.org Fax : 1-800-942-9246 Norman Brooks	N	0
4	Capital Region Career Link 349 Wiconisco St. Harrisburg, Pennsylvania 17110 Phone : 717-920-2852 Email : lrank@wibpa.org Fax : 1-717-772-0640 Lori Rank	N	0
5	Central Pennsylvania College College Hall & Valley Rds. Summerdale, Pennsylvania 17093 Phone : 717-728-2262 Email : stevehassinger@centralpenn.edu Steve Hassinger	N	0
6	Connecticut School of Broadcasting One Mall Dr. Suite 203 Cherry Hill, New Jersey Phone : 856-755-1200 Email : CSBCherryHill@gocsb.com Hope Willis	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
7	Dickinson College - Career Center Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Email : career@dickinson.edu Tammy Heberlig	N	0
8	Elizabethtown College - Career Services One Alpha Dr. Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Email : careerservices@etown.edu Career Services	N	0
9	Employee Referral	N	1
10	Lebanon Valley College - Career Services 101 North College Ave. Annville, Pennsylvania 17003 Phone : 717-867-6237 Email : breencenter@lvc.edu Sharon Givler	N	0
11	LinkedIn - Not directly contacted by SEU	N	1
12	LinkedIn-Not directly contacted by SEU	N	1
13	Lycoming College 700 College Place Campus Box 154 Williamsport, Pennsylvania 17701 Phone : 570-321-4034 Email : cdc@lycoming.edu Peggy Kimble	N	0
14	Messiah College - Career Center P.O. Box 4511 One College Ave. Grantham, Pennsylvania 17027 Phone : 717-691-6016 Email : dkeiffer@messiah.edu Dwayne Keiffer	N	0
15	Millersville University P.O. Box 1002 Millersville, Pennsylvania 17551 Phone : 717-872-3312 Email : careers@millersville.edu Margo Sassaman	N	0

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16	Penn State Univ. Harrisburg Campus (Career Serv.) W117 Olmsted - 777 W. Harrisburg Pike Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : cmg11@psu.edu Colleen Guy	N	0
17	Penn State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : CMS324@psu.edu Collette Sacolick	N	0
18	Sheffield Institute of Recording Arts 13816 Sunnybrook Rd. Phoenix, Maryland 21131 Phone : 410-628-7260 Email : jared@sheffieldav.com Career Services	N	0
19	Temple University 1913 N. Broad St., 2nd Floor Philadelphia, Pennsylvania 19122 Phone : 215-204-4477 Email : Kathy.Francis@temple.edu Fax : 1-215-204-4462 Kathy Frances	N	0
20	Wilson College (Career Development) 1015 Philadelphia Ave. Chambersburg, Pennsylvania 17201 Phone : 717-260-2006 X 3314 Email : career@wilson.edu Heather Drumm	N	0
21	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:			3

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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	4/15/2020	Participation in Job Fairs	Our SEU Sales manager participated in a Job fair and spoke about iHEART Job opportunities.	1	Sales manager
2	5/21/2020	Participation in Job Fairs	Our SEU Sales manager participated in a Job fair and spoke about iHEART Job opportunities.	1	Sales manager
3	2/19/2021	Participation in Job Fairs	: Our vice president of programming logged on to the job fair and chatted with college students on jobs in Radio and at iHeart.	1	Executive VP of programming
4	2/24/2021	Provision of training to management	On February 24, 2021 the SEU took the Value 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	Sales manager
5	3/1/2021	Participation in events or programs sponsored by educational institutions	Our program director spoke to the Audio Production class at Penn State Harrisburg about his career in radio and with iHeart.	1	program director
6	3/10/2021	Participation in Job Fairs	On March 10, 2021 our SEU participated in the virtual 2021 Klein Career & Internship Fair at Temple University in Phila, PA. Our On Air Talent discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	On air talent