

WAEB, WAEB-FM, WSAN, WZZO
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 (Allentown)	1-19	14

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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	Cedar Crest College 100 College Dr. Allentown, Pennsylvania 18104 Phone : 800-360-1222 Email : lbgarbac@cedarcrest.edu Career Services	N	0
2	Connecticut School of Broadcasting 535 Route 38 East Ste. 230 Cherry Hill, New Jersey 08002 Phone : 856-330-4701 Email : csbcherryhill@gocsb.com Brian Fish	N	0
3	DeSales University 2755 Station Ave. Center Valley, Pennsylvania 18034 Phone : 610-282-1100 Email : hr@desales.edu Career Services	N	0
4	East Stroudsburg University 200 Prospect St. East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3211 Email : humanresources@esu.edu Career Services	N	0
5	Employee Referral	N	2
6	EntertainmentCareers.net c/o Wilson HCG 400 N Ashley Dr. #3000 Tampa, Florida 33602 Url : http://www.entertainmentcareers.net Daniel Glozer Manual Posting	N	0
7	Hispanic American Organization 462 Walnut St. Allentown, Pennsylvania 18102 Phone : 610-435-5334 Url : www.hao-lv.org Fax : 1-610-435-2131 Career Services	N	0

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8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
9	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
10	Jobspider.com c/o Wilson HCG 400 N Ashley Dr. #3000 Tampa, Florida 33602 Phone : 813-984-3900 Url : http://www.jobspider.com Daniel Glozer Manual Posting	N	0
11	Kutztown University P.O. Box 730 Kutztown, Pennsylvania 19530 Phone : 610-683-4000 Email : humanresources@kutztown.edu Career Services	N	0
12	Lehigh County Community College 718 Hamilton Mall Allentown, Pennsylvania 18101 Email : hroffice@lccc.edu Career Services	N	0
13	Lehigh University 27 Memorial Dr. West Bethlehem, Pennsylvania 18015 Phone : 610-758-3000 Email : inhro@lehigh.edu Career Services	N	0
14	LinkedIn-Not directly contacted by SEU	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	On Air Recruitment (one or more SEU stations) 1541 Alta Drive Whitehall, Pennsylvania 18052 Phone : 610-841-7211 Matthew Gruppo Manual Posting	N	0
16	PA CareerLink - Lehigh Valley P.O. Box 20490 Lehigh Valley, Pennsylvania 18002 Phone : 610-437-5627 Fax : 1-610-434-4122 Career Services	N	0
17	Unknown (source not adequately identified upon inquiry by SEU)	N	2
18	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
19	ZipRecruiter-Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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 manager participated in the virtual career connection to speak about job opportunities,	1	Sales manager
2	10/24/2020	Participation in events or programs sponsored by educational institutions	Our SEU VP of programming participated in the Alumni association fall conference to discuss topics such as podcasting, On-air careers and questions related to broadcasting.	1	VP of programming
3	2/19/2021	Participation in Job Fairs	: Our market president logged on to the job fair and chatted with college students on jobs in Radio and at iHeart.	1	SVP president
4	2/24/2021	Provision of training to management	On February 24, 2021, one of our SEU managers took the Valuing 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	Market president
5	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 Market President discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	Market president
6	3/30/2021	Establishment of a mentoring program	Steve Gonzalez mentored Kathryn Frick and Lisa DiMartini. He had them prepare and host part of their weekly sales team meeting, also worked with other sales staff to help them with presentations for clients.	1	Market president