

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,
WZCR****EEO PUBLIC FILE REPORT****February 1, 2020 - January 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/Marketing Consultant	1-17	6
Outside Account Executive/Marketing Consultant	1-17	11

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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	Bard College PO Box 5000 Career Development Office Annandale-On-The-Hudson, New York 12504 Phone : 845-758-7839 Url : www.collegecentral.com/bard Email : cdo@bard.edu Career Services	Y	0
2	Career Resource Center at SUNY New Paltz 75 S Manheim Blvd HAB 705 New Paltz, New York 12548 Phone : 845-257-3265 Url : www.newpaltz.edu/careers Email : careers@newpaltz.edu Career Services	Y	0
3	Connecticut School of Broadcasting 130 Birdseye Road Farmington , Connecticut 06032 Phone : 800-887-2346 Email : csbfarmington@gocsb.com N/A N/A Prong 2 Ended Date: 8/24/2020	N	0
4	Dutchess Community College 53 Pendell Road Poughkeepsie, New York 12601 Email : act@sunydutchess.edu Fax : 1-845-431-8046 Career Services Prong 2 Start Date: 2/15/2020	Y	0
5	Employee Referral	N	1
6	Former Employee Referral	N	1
7	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

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8	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
9	Job Fair (see Section III)	N	3
10	John H Johnson School of Communications 525 Bryant Street NW Washington, District of Columbia 20059 Phone : 202-806-5806 Url : www.howard.edu/schoolcommunications` Email : cdudley@howard.edu Carol Dudley	Y	0
11	LinkedIn - Not directly contacted by SEU	N	1
12	Marist College North Road Cannilino Library Rm 332 Poughkeepsie, New York 12601 Email : career.services@marist.edu Career Services Prong 2 Start Date: 3/1/2020	Y	0
13	New York State Dept of Labor 233 Main Street Poughkeepsie, New York 12601 Phone : 845-473-9253 Url : www.labor.state.ny.us Email : PressOffice@labor.ny.gov Career Services	Y	0
14	Purchase College 735 Anderson Hill Rd Purchase, New York 10577 Phone : 914-251-6375 Email : Jessica.Mazzia@purchase.edu Fax : 1-914-251-7802 Jessica Mazzia Prong 2 Start Date: 7/20/2020	Y	0

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15	The Maslow Media Group Inc 2233 Wisconsin Avenue NW, Suite 400 Washington, District of Columbia Phone : 202-965-1100 Email : sales@maslowmedia.com The Maslow Media Group Inc	N	0
16	Unknown (source not adequately identified upon inquiry by SEU)	N	4
17	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:			10

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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	5/4/2020	Establishment of a mentoring program	From May 4, 2020 to July 24, 2020, our SEU's SVP of Programming mentored and cross-trained our Promotions Director in the skills necessary to work in programming as an on-air talent, such as on-air announcing, Nexgen operations, talent management, and board operations. The program included weekly meetings and regular instructional sessions with on-the-job training. The mentoring program was focused on maximizing the mentee's career development potential, and, as a result of the program, the mentee now works as on-air talent on weekends.	2	Promotion Director SVP of Programming
2	9/30/2020	Sponsorship of events in the community designed to increase public awareness	On September 30 and October 1, 2020, our SEU co-hosted a virtual event to promote awareness of employment opportunities at iHeart. The event was held on Zoom, where our Director of Sales and Sales Manager discussed the various sales and advertising jobs available at iHeart and encouraged attendees to submit their applications and resumes through a dedicated link. The event concluded with a Q&A session where attendees had an opportunity to ask questions about careers in broadcasting.	2	DOS Sales Manager
3	12/11/2020	Provision of training to management	On December 11, 2020, our SEU's Market President and VP of Programming took the Harassment Prevention: A Commonsense Approach for Managers Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	2	Market President VP of Programming