

WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG
EEO PUBLIC FILE REPORT
June 1, 2020 - May 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG**EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	10/14/2020	Participation in events or programs sponsored by educational institutions	On October 14, 2020, our Sales Manager served as a guest speaker for Mrs. Hentschel's Marketing Class at Salisbury University in Salisbury, MD via Zoom. She discussed sales and marketing careers in the broadcasting/media industry and iHeart Media.	1	SVP of sales
2	10/24/2020	Participation in events or programs sponsored by educational institutions	On October 24, 2020, our VP of Programming served as a guest speaker at the 19th Annual WJPZ Alumni Assn Fall Conference at Syracuse University in Syracuse, NY via Zoom. Topics of discussion included podcasting & how to get started and what has and hasn't changed regarding on-air careers in the broadcasting/media industry.	1	VP of programming
3	2/19/2021	Participation in Job Fairs	: On February 19, 2021 our SEU participated in the virtual Internship Fair & Career at Penn State University Bellisario College of Communications. Our Sales Manager discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	SVP of sales
4	3/10/2021	Participation in Job Fairs	On March 10, 2020 our SEU participated in the virtual Salisbury Univ Career in Business & Technology Virtual Fair. Our SVP of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	SVP of sales
5	3/10/2021	Participation in Job Fairs	Legal Description: On March 10, 2020 our SEU participated in the virtual 2021 Klein Career & Internship Fair at Temple University in Phila, PA. Our SVP of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	SVP of sales

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6	4/12/2021	Provision of training to management	On April 12, 2021 Our SEU took the Harassment prevention training created in collaboration with Littler, the world's largest labor and employment practice, this course exceeds all state, federal, and EEOC requirements for anti-harassment compliance training. Available in compliant, state-specific versions for California, New York, Connecticut, Delaware, Illinois, Maine, Washington, and Canada.	1	SR. Vice President
7	4/12/2021	Provision of training to management	In April 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	SR. Vice President
8	4/14/2021	Participation in Job Fairs	On April 14, 2021 our SEU participated in the virtual 2021 Spring Next Destination Job Fair at Salisbury University in Salisbury, MD. Our SVP of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	SVP of sales