

WCAO, WPOC, WQSR, WZFT
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
Outside Account Executive	2-3, 5-10, 12-14, 16-19, 22-28, 30-35, 37-38	7
Traffic Coordinator	2-3, 5-6, 8-14, 16-19, 22-35, 37-38	29
Outside Account Executive	2-6, 8-14, 16-19, 21-28, 30-35, 37-38	21
Associate Account Executive - Digital Sales	2-3, 5-6, 8-14, 16-19, 21-28, 30-35, 38	21
Associate Account Executive/Digital Sales Specialist	1-6, 8-14, 16-19, 22-28, 30-32, 34-35, 38	1
WZFT Afternoon Drive On-Air Talent	2-6, 8-20, 22-28, 30-32, 34-35, 38	20
Traffic Coordinator	2-14, 16-19, 22-28, 30-32, 34-35, 38	7
Sales Assistant	2-6, 8, 10-14, 16-17, 19, 22-28, 30-32, 34-36, 38	36

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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	Agency Referral	N	1
2	Baltimore Vet Center 1777 Reisterstown Road Suite 199 Baltimore, Maryland 21208 Phone : 410-764-9400 Url : http://www.2.va.gov Fax : 1-410-764-7780 Paula Wolff	N	0
3	Community College of Baltimore 800 South Rolling Road Baltimore, Maryland 21228 Phone : 443-840-4435 Email : sholliday@ccbcmd.edu Sarah Holiday	N	0
4	Community of Hope 1717 Massachusetts Avenue NW Suite 805 Washington, District of Columbia 20036 Phone : 202-407-7750 Url : http://www.communityofhopedc.org/ Email : hr@cohdc.org Brittany Simpson	Y	0
5	Connecticut School of Broadcasting 611 Route 46 West, Suite 102 Hasbrouck, New Jersey 7642 Phone : 201-288-7900 Url : http://www.gocsb.com Email : Efierstein@gocsb.com Fax : 1-201-288-7901 Micahel Ryan	Y	0
6	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410.951.3919 Email : CareerServices@coppin.edu Fax : 1-410-951-3920 Linda Beowie	N	0
7	Employee Referral	N	2

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8	George Washington University Div. of HR/Foggy Bottom Campus 2033 K Street NW Suite 220 Washington DC, Washington 20052 Phone : 202-994-6495 Url : http://www.gwu.edu Email : ChrisRoy@Gw.edu Fax : 1-202-994-9680 Christine Roy	N	0
9	Georgetown University 37th and O Street NW Washington DC, Washington 20057 Phone : 202-687-7121 Url : http://www.georgetown.edu Email : stc38@georgetown.edu Allynn Powell	N	0
10	Goucher College 1021 Dulaney Valley Road Baltimore, Maryland 21204 Phone : 410-337-6224 Email : career@goucher.edu n/a n/a	N	0
11	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703-671-5666 ext 32 Url : http://www.hcva.org Fax : 1-703-671-2325 Stella Clavijo	N	0
12	Howard University 525 Bryant Street NW Suite 109 Washington DC, Washington 20059 Phone : 202-806-7513 Url : http://www.howard.edu Email : Huocreruit@gmail.com Fax : 1-202-462-4267 Ladi Sanu	N	0

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13	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
14	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
15	Indeed.com - Not directly contacted by SEU	N	1
16	Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Phone : (800) 248-4242 x708 Email : kevin@insideradio.com Fax : 1-877-270-3998 Kevin Owens	N	0
17	Japanese American Citizens League 1850 M Street NW Suite 1100 Washington DC, Washington 20036 Phone : 202-223-1240 Url : http://www.jacl.org Email : policy@jacl.org Fax : 1-202-296-8082 Career Services	N	0
18	Jewish War Vets of the USA 1 Ivory Crest Court Baltimore, Maryland 21209 Phone : 410-653-5577 Url : http://www.jwv.org Email : Burtnick@erols.com Fax : 1-410-653-2334 Erwin Burtnick	N	0

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19	Korean Community Service Center 7700 Little River Turnpike #406 Annandale, Virginia 22003 Phone : 703-354-6345 Url : http://www.kcsgw.org Email : lienhickey@gmail.com Fax : 1-703-354-6391 Lien Hickey	N	0
20	LinkedIn - Not directly contacted by SEU	N	1
21	LinkedIn-Not directly contacted by SEU	N	4
22	Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2000 Email : mdemanss@loyola.edu Fax : 1-410-617-5125 na na	N	0
23	McDaniel College 2 College Hill Westminister, Maryland 21157 Phone : 410- 871-3305 Url : http://www.mcdaniel.edu/undergraduate/the-mcdaniel Email : CEO@mcdaniel.edu na na	N	0
24	Morgan State University 1700 East Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3333 x3110 Email : careers@morgan.edu Fax : 1-443-885-8267 Earlene Goodson	N	0
25	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nmann@nab.org Fax : 1-202-429-5343 Career Services	N	0

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26	Notre Dame of Maryland University 4701 North Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : http://www.ndm.edu/offices-and-services/career-cen Email : career@ndm.edu Tia Lewis	N	0
27	Omega Studios' School of Applied Recording Arts & Sciences 5609 Fishers Lane Rockville, Maryland 20852 Phone : 301-230-9100 Url : www.omegastudios.com Email : robert@omegastudios.com Robert Adams	Y	0
28	Organization of Chinese American Women 4641 Montgomery Avenue Suite 208 Bethesda, Maryland 20814 Phone : 301-907-3898 Url : http://www.ocawwomen.org Email : Maryland@ocawwomen.org Fax : 1-301-907-3899 Christina Wong Poy	N	0
29	Previous Employee	N	1
30	Salisbury University 1101 Camden Avenue Salisbury, Maryland 21801 Phone : 410-543-6000 Email : swcareer4@salisbury.edu Fax : 1-410-546-6910 Daquan Mincy	N	0
31	Silver Spring Vet Center 10411 Motor City Dr. 5th Floor Bethesda, Maryland 20817 Phone : 240-395-1428 Email : Wayne.Miller3@va.gov Wayne Miller	N	0

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32	Stevenson University 1525 Greenspring Valley Road Stevenson, Maryland 21153 Phone : 443-352-4477 Email : careerservices@stevenson.edu Fax : 1-443-352-4475 n/a na	N	0
33	Towson University Career Center 7800 York Road Suite 206 Towson, Maryland 21252 Phone : 410-704-3459 Url : http://www.towson.edu/careercenter Email : careercenter@towson.edu Fax : 1-410-704-3459 Corey Dunning	N	0
34	United Black Fund 2500 Martin Luther King Jr. Avenue SE Washington DC, Washington 20020 Url : http://www.ubfinc.org Email : UnitedBlackFund@ubfinc.org Career Services	Y	0
35	University of Maryland Baltimore County 1000 Hilltop Circle Baltimore, Maryland 21250 Phone : 410-455-3906 Email : annap@umbc.edu Fax : 1-410-455-1075 Joan Allen	N	0
36	Unknown (source not adequately identified upon inquiry by SEU)	N	1
37	Wider Opportunities for Women 1001 Connecticut Ave NW S-930 Washington DC, Washington 20036 Phone : 202-464-1596 Url : http://www.wowonline.org Email : vstaples@wowonline.org Fax : 1-202-464-1660 Vivian Staples	N	0

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38	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:			11

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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	9/30/2020	Participation in events or programs sponsored by educational institutions	Leslie Weis was approached by the department chair of Communications at Loyola University Maryland on 9/30 to help a freshman student in the Communications department with information regarding how to navigate college education & how that translated to my career at iHeartMedia. I helped her create a portfolio piece about working in media and how I got to where I am today in my career at iHeart.	1	Promotions Director
2	Ongoing Event	Establishment of a mentoring program	Our SEU established a mentoring program for junior Account Executives in order to advance their sales careers. Our senior Account Executives guide the mentees (Associate Account Executives), providing professional development and skills, including help with sales calls and procedural matters, as well as help with sales events and career guidance. Four employees were selected to participate in this year-long mentoring program.	2	Director of Auto Assoc AE
3	4/15/2021	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	Sales manager
4	4/22/2021	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. Thank you!	1	President