

WDAS, WDAS-FM, WIOQ, WISX¹, WRFF, WUSL and employees of WTEL(AM)
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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	1-11, 14-15, 18, 20-23, 25-45, 47	11
Outside Account Executive	1-11, 14-15, 18, 20-23, 25-45, 47	18
Board Operator	1, 3-10, 12-13, 18-23, 26, 28-47	18
DJ- On Air Announcer Union	1-11, 14-15, 20-23, 26-39, 41, 43-45, 47	11
Outside Account Executive	1-9, 11, 14-15, 17, 20-24, 26-39, 41, 43 -45, 47	11
Consumer Packaged Goods Specialist	1-2, 4-9, 14-16, 20-24, 26-39, 41, 43- 44, 47	24

This report was modified in May 2022 to address reporting issues. An entitled source was not notified of certain vacancies due to changed contact information and/or email/fax delivery failure.

¹ Station WISX changed its call sign to WUMR on March 22, 2022.

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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	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : allaccess.com Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
2	Allied Personnel Services 91 Larry Holmes Drive, Suite 110 Easton, Pennsylvania 18042 Phone : 610-253-9779 Email : info@alliedps.com Fax : 1-610-253-6183 Dan Corpora	N	0
3	Art Institute of Philadelphia 1622 Chestnut Street Room 210 Philadelphia, Pennsylvania 19106 Phone : 215-405-6324 Email : AICareerreadiness@aia.edu Fax : 1-215-405-6400 Kimberly Burns	N	0
4	Cabrini College 610 King of Prussia Rd. Radnor, Pennsylvania 19087 Phone : (610) 902-8305 Url : www.cabrini.edu Email : nch722@cabrini.edu Nancy Hutchison	Y	0
5	Camden County College P.O. Box 200 College Drive Blackwood, Pennsylvania 8012 Phone : (856) 227-7200 ext.4854 Email : jpranzatelli@camdencc.edu Joe Pranzatelli	Y	0
6	Chestnut Hill College 9601 Germantown Ave Philadelphia, Pennsylvania 19118 Phone : 215 248 7109 Email : BoyleA@chc.edu Andrea Boyle	Y	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	Community College of Philadelphia 1700 Spring Garden Street C1-34 Philadelphia, Pennsylvania 19130 Phone : (215) 496-6176 Url : www.ccp.edu Email : careerservices@ccp.edu Fax : 1-267-299-5937 Jan Harris	Y	0
8	Connecticut School of Broadcasting 535 Route 38 East Ste.230 Cherry Hill, New Jersey 08002 Phone : (856) 330-4701 Url : www.GoCSB.com Email : csbcherryhill@gocsb.com Brian Fish	Y	0
9	Drexel University 3201 Arch Street Ste.250 Philadelphia, Pennsylvania 19104 Phone : 215-895-1594 Url : www.drexel.edu Email : SCDC@drexel.edu Fax : 1-215-895-1473 Helena Reid	Y	0
10	Duquesne University Career Services Center 600 Forbes Ave. Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 Email : careerservices@duq.edu Sandy Skriba	N	0
11	Employee Referral	N	4
12	EntertainmentCareers.net Florida Linda Diamonti Manual Posting	N	0
13	GlassDoor 1 Harbor Dr Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0

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14	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
15	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	2
16	iHM Human Capital Acquisition	N	1
17	Indeed.com - Not directly contacted by SEU	N	1
18	Internal Transfer/Promotion	N	2
19	Jobspider.com Tampa, Florida Kristine Diamonti Manual Posting	N	0
20	King's College 133 North River St. Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Email : theresakinney@kings.edu Fax : 1-570-208-5941 Theresa Kinney	N	0
21	Lafayette College Career Services Easton, Pennsylvania 18040 Phone : 610-330-5115 Url : www.lafayette.edu Email : moellerr@lafayette.edu Fax : 1-610-330-5719 Rachel Moeller	N	0

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22	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-4180 Email : kat404@lehigh.edu Fax : 1-610-758-6198 Kathy Throne	N	0
23	Lincoln University 1570 Baltimore Pike P.O. Box 179 Lincoln University, Pennsylvania 19352 Phone : 484-365-7102 Url : www.lincoln.edu Email : supshernixon@lincoln.edu Fax : 1-484-365-8097 Sandra Upsher-Nixon	N	0
24	LinkedIn - Not directly contacted by SEU	N	3
25	Montgomery County Community Action Development Commission 113 E. Main Street Norristown, Pennsylvania 19401 Phone : (610) 277-6363 Url : www.cadom.org Email : rbeaton@cadcom.org Fax : 1-610-277-7399 J. Berry	Y	0
26	NAACP 4458-B Germantown Ave Philadelphia, Pennsylvania 19140 Phone : 215-455-1011 Email : NAACPphilly@gmail.com Rodney Muhammad	Y	0
27	Northampton Community College 3835 Green Pond Rd. Bethlehem, Pennsylvania 18015 Phone : 610-861-5344 Email : careers@northampton.edu Fax : 1-610-861-5374 Lynn Fischer	N	0

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28	PA CareerLink Philadelphia Northwest 5847 Germantown Avenue Philadelphia, Pennsylvania 19144 Phone : 215-987-6503 Email : cjameson@impactservices.org C Jameson	N	0
29	PA CareerLink Schuylkill County at Pottsville 203 arch Street Pottsville, Pennsylvania 17901 Phone : 570-622-5253 Email : sharona@careerlinkpottsville.org Sharon Angelo	N	0
30	PA CareerLink Suburban Station 1617 JFK Boulevard Suite 200 Philadelphia, Pennsylvania 19103 Phone : 215-557-2592 Email : nicki.woods@jevs.org Nicki Woods	N	0
31	PA CareerLink Tioga County 56 Plaza Lane Wellsboro, Pennsylvania 16901 Email : fleming@northerntier.org Melissa Fleming	N	0
32	Parkside Association of Philadelphia 5218 Master Street Philadelphia, Pennsylvania 19131 Phone : (215) 877-1305 Url : www.parksideassociation.org Email : sboulware@parksideassociation.org Fax : 1-215-871-7799 Shakiya Boulware	N	0
33	Penn State Career Services 413 Bouke Bldg. University Park University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : askcs@psu.edu Fax : 1-814-863-0226 Career Services	N	0

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34	Pennsylvania Institute of Technology 800 Manchester Ave. Media, Pennsylvania 19063 Url : www.pit.edu Email : info@pit.edu n/a n/a	Y	0
35	Pennsylvania State University 208 Carnegie Buidling University Park University Park, Pennsylvania Phone : 814-863-6081 Fax : 1-814-863-8044 Joseph Selden	N	0
36	Philadelphia Association of Black Journalists PO Box 8232 Philadelphia, Pennsylvania 19101 Phone : 2158544224 Email : pabj.info@gmail.com Johann Calhoun	Y	0
37	Philadelphia Unemployment Project 1201 Chestnut Street Ste.702 Philadelphia, Pennsylvania 19107 Phone : (215) 557-0822 Url : www.philaup.org Email : Anitapalmtree@hotmail.com Fax : 1-215-557-6981 Anita Cooper	N	0
38	Philadelphia Works 1617 JFK Blvd. Philadelphia, Pennsylvania 19103 Phone : (215) 963-2118 Url : www.philaworks.org Email : skrasnisky@philsworks.org Fax : 1-215-567-7171 Susan Krasnisky-HR Director	Y	0
39	Project H.O.M.E. 1515 Fairmount Avenue Philadelphia, Pennsylvania 19130 Phone : (215) 232-7272 Url : www.projecthome.org/jobs Fax : 1-215-232-7277 Bonnie Hahn	N	0

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40	Recruit.net 2706, The Centrium 61 wyndham Street Central , Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.com Online Source Manual Posting	N	0
41	SEPCHE-Colleges 450 S. Easton Road Glenside, Pennsylvania 19038 Phone : (610) 558-5537 Url : www.sepche.org Email : mccaffrn@neumann.edu M. McCaffrey	Y	0
42	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
43	Temple University 1913 N. Broad Street Mitten Hall 2nd Fl. Philadelphia, Pennsylvania 19123 Url : www.temple.edu Email : careercenter@temple.edu Fax : 1-215-204-4462 Career Services	Y	0
44	Urban League of Philadelphia 121 S. Broad Street Philadelphia, Pennsylvania 19107 Phone : (215) 985-3220 Url : www.urbanleaguephila.org Email : hpham@urbanleaguephila.org Fax : 1-215-985-3227 Hoa Pham	Y	0
45	Urban League of Philadelphia 136 W. Girard Ave. Philadelphia, Pennsylvania 19123 Phone : 215-451-5005 Email : pjoellup@aol.com Fax : 1-215-985-3227 Pamela Joell	N	0

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46	Wilson HCG 400 N Ashley Drive #3000 Tampa, Florida 33602 Kristine Diamonti Manual Posting	N	0
47	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:			13

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/6/2021	Participation in events or programs sponsored by educational institutions	On April 6, 2021, our SEU held a virtual meeting with 20 students from a Temple University Media and Communications class. During the meeting, our Director of News and Community Affairs provided information on career pathways in broadcasting and career opportunities at iHM. The meeting included a Q&A session and allowed students to send resumes and schedule one-on-one mentoring sessions.	1	Director of News & community Affairs
2	4/8/2021	Participation in events or programs sponsored by educational institutions	On April 8, 2021 our Director of News and Community Affairs held a virtual mentoring meeting with a Temple University Junior Media and Communications student. Our SEU's Director spoke with the student about career opportunities in broadcasting and the skills needed to succeed in the industry. She also assessed the student's resume and current activities related to his interest in the field of radio in order to make additional suggestions on ways to continue networking and creating a personal brand.	1	director of news & community affairs
3	6/10/2021	Participation in events or programs sponsored by educational institutions	On June 10, 2021 our Director of News and Community Affairs held a virtual mentoring meeting with a Temple University Media and Communications student. Our SEU's Director spoke with the student about career opportunities in broadcasting and the skills needed to succeed in the industry. She also assessed the student's resume and current activities related to his interest in the field of radio in order to make additional suggestions on ways to continue networking and creating a personal brand.	1	director of news & community affairs

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4	10/21/2021	Participation in Job Fairs	On October 20, 2021 our SEU participated in the virtual 2021 Klein Career & Internship Fair at Temple University in Phila, PA. Our Director of News & Public Affairs discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	director of news & public affairs
5	1/25/2022	Participation in events or programs sponsored by educational institutions	On January 25, 2022, our Director of News & Public Affairs served as a virtual guest speaker for a communications class at Temple University. She discussed career paths in the broadcasting/media industry, outlined her broadcast career and lessons learned, and discussed open positions at iHM and ways to learn about job opportunities company-wide.	1	director of news & public affairs
6	1/26/2022	Participation in events or programs sponsored by educational institutions	On January 26, 2022, our Director of News and Community Affairs held a virtual mentoring meeting with a Temple University Media and Communications student. Our SEU's Director spoke with the student about career opportunities in broadcasting and the skills needed to succeed in the industry. She also assessed the student's resume and current activities related to his interest in the field of radio in order to make additional suggestions on ways to continue networking and creating a personal brand.	1	director of news & community affairs
7	2/11/2022	Provision of training to management	In February, 2022 our SEU's Market President 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

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8	2/15/2022	Participation in events or programs sponsored by educational institutions	On February 15, 2022 our Director of News and Community Affairs held a virtual mentoring meeting with a Temple University media and communications student. Our SEU's Director spoke with the student about career opportunities in broadcasting and the skills needed to succeed in the industry. She also assessed the student's resume and current activities related to his interest in the field of radio in order to make additional suggestions on ways to continue networking and creating a personal brand.	1	director of news & community affairs
9	2/17/2022	Participation in Job Fairs	On February 17, 2022 our SEU participated in the virtual 2022 Klein Career & Internship Fair at Temple University in Phila, PA. Our Director of News & Public Affairs discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	director of news & public affairs