

WBWL, WBZ, WJMN, WKAF, WKOX, WRKO, WXKS, WXKS-FM, WZLX**EEO PUBLIC FILE REPORT****January 1, 2017 - December 31, 2018****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
Traffic Coordinator	1, 3-6, 8-9, 12, 14-16, 19-20, 23-25, 27-31, 38-40, 42-43, 45, 47-51, 53, 55-59, 61-71	42
General Sales Manager	1, 3-6, 8-9, 12, 14-16, 19-20, 23-25, 27-31, 38-40, 43, 45, 47-50, 53, 55-59, 61-71	23
Director of Automotive Partnerships	1, 3-6, 8-9, 12, 14-16, 19-20, 23-25, 27-31, 38-40, 43, 45, 47-51, 53, 55-59, 61-71	23
Account Executive	1, 3-6, 8-9, 12, 14-15, 19-20, 23-25, 27-31, 33, 37-40, 43, 45, 48-51, 53, 55-59, 61-62, 64-71	23
Sales Assistant	1, 3-6, 9, 12, 14-15, 19-20, 23, 25, 27-28, 30-31, 33-34, 38-40, 43, 45, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 74	33
Sales Assistant	1, 3-6, 9, 12, 14-15, 19-20, 23, 25, 27-28, 30-31, 33-34, 38-40, 43, 45, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 74	74
Finance Manager	1-6, 8-9, 12, 14-15, 17, 19-20, 25, 27-28, 30-31, 37-41, 43, 45-46, 48-51, 53-59, 61-62, 64-66, 68-71	54
Receptionist	1, 3-6, 8-10, 12, 14-15, 19-20, 25, 27-28, 30-31, 34, 38-40, 43, 45, 48-51, 53, 55-59, 61-62, 64-66, 68-71	34
Event Brand Coordinator	1, 3-6, 8-9, 12, 14-15, 19-20, 25, 27-28, 30-31, 34, 38-40, 43, 45, 48-51, 53, 55-59, 61-62, 65-66, 68-71	34
Sales Assistant	1-6, 8-9, 12, 14-15, 17, 19-20, 23, 25, 27-28, 30-31, 36, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73	23
Sales Assistant	1-6, 8-9, 12, 14-15, 17, 19-20, 23, 25, 27-28, 30-31, 36, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73	36
Vice President, Engineering	1-6, 8-9, 12, 14-15, 17, 19-20, 23, 25, 28, 30-31, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73	23
Outside Account Executive	1-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-31, 38-40, 43, 45-46, 48-53, 55-59, 61-62, 64-66, 68-71, 73	52
Writer/Editor	1-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-32, 38-41, 43, 45-46, 48-53, 55-62, 64-66, 68-71, 73	60

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Sales Assistant	1-2, 4-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-32, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73	30
FT Writer (Union)	1-2, 4-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-32, 35, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73	35
Director of Automotive Partnerships	1-2, 4-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-31, 38-41, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73	41
National Sales Assistant	1-2, 4-6, 8-10, 12, 14-15, 17-20, 25, 28, 30-31, 38-41, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73	18
Creative Services Director	1-2, 4-6, 8-10, 12, 14-15, 17, 19-20, 25-26, 28, 30-31, 38-40, 43, 45-46, 48-51, 53, 55-56, 58-59, 61-62, 64-66, 68-71, 73	26
VP News/Talk/Sports Boston Region	1-2, 4-6, 8-10, 12, 14-15, 17-20, 25, 28, 30-31, 37-41, 43, 45-46, 48-51, 53, 55-56, 58-59, 61-62, 64-66, 68-71, 73	30
WBWL Program Director	1-2, 4-6, 8-10, 12, 14-15, 17, 19-20, 25, 28, 30-31, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-73	72
FT News Editor	1-2, 4-6, 8-10, 12, 14-15, 17, 19-20, 22, 25, 28, 30-31, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73	22
Account Executive	1-2, 4-6, 8-9, 12, 14-17, 19-20, 22, 25, 28, 30-32, 35, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 69-71, 73	35
Account Executive	1-2, 4-6, 8-9, 12, 14-17, 19-20, 22, 25, 28, 30-32, 35, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 69-71, 73	32
Promotions Director	1-2, 4-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-31, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 69-71, 73-74	30
Sales Assistant	1-2, 4-9, 11-17, 19-21, 25, 27-31, 38-40, 43-46, 48-51, 53, 55-59, 61-71, 73	30
Digital Sales Strategist	1-2, 4-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-31, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 69-71, 73	30
Kiss 108 Boston / Matty Exec Producer + Co-host	1-2, 4-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-31, 35, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 69-71, 73	35

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Account Executive	1-2, 4-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-31, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 69, 71, 73	31
Sales Support	1-2, 4-5, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-32, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 69, 71, 73	32
Sales Support - Project Manager/Video Producer	1-2, 4-5, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-32, 38-40, 43, 45-46, 48, 50-51, 53, 55-59, 61-62, 64-66, 69, 71, 73	32
National Promotions Coordinator	1-2, 4-5, 8-9, 12, 14-15, 17, 19-20, 22, 25, 28, 30-31, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 69, 71, 73	22
Digital Campaign Manager	1-2, 4-5, 7-17, 19-21, 25, 27-31, 35, 38-40, 43-46, 48-51, 53, 55-59, 61-63, 65-69, 71, 73	35
Outside Account Executive	1-2, 4-5, 8-9, 12, 14-15, 17, 19-20, 22, 25, 28, 30-31, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 69, 71, 73	22

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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	Action for Boston Community Development, Inc. 178 Tremont Street Boston, Massachusetts 02111 Phone : 617-348-6387 Email : hr@bostonabcd.org HR Recruitment	Y	0
2	All Access 28955 Pacific Coast Highway Suite 210 Malibu, California Phone : 310-457-6616 Url : www.allaccess.com Career Services Manual Posting	N	0
3	Amherst College Career Center Box 2210 Amherst, Massachusetts 01002 Email : Careers@amherst.edu Pat Brown	N	0
4	AWRT/Boston New England Chapter 55 Morrissey Boulevard Boston, Massachusetts 02125 Email : awrtboston@gmail.com Melissa Gaudette	N	0
5	Bentley University 175 Forest Street Waltham, Massachusetts 02452 Phone : 781-891-2375 Email : gmccue@bentley.edu Gayle McCue	Y	0
6	Berklee College of Music 1140 Boylston Street Boston, Massachusetts 02215 Phone : 617-747-2246 Email : cdc@berklee.edu Julie Bingham	Y	0
7	Bilingual Veterans Outreach Centers of Mass 719 Tremont Street Boston, Massachusetts 02118 Phone : 617-778-1310 Email : BVOCofMass@yahoo.com Career Services	N	0

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8	Boston Career Link 1010 Harrison Avenue Boston, Massachusetts 02119 Email : BostonCareerLink@detma.org Fax : 1-617-427-8657 Career Services	N	0
9	Bridgewater State College 131 Summer Street Bridgewater, Massachusetts 02325 Email : careersrv@bridgew.edu Christine Tetreault	N	0
10	Cambridge College 1000 Mass Ave. Cambridge, Massachusetts 02138 Phone : 617-873-0470 Email : leslie.conder@cambridgecollege.edu Leslie Conder	Y	0
11	Cambridge NAACP P.O. Box 831 Cambridge, Massachusetts 02139 Email : cambridgenaacp@gmail.com Kathy Reddick	N	0
12	Clark University 950 Main Street Worcester, Massachusetts 01610 Phone : 508-793-7258 Email : careers@clarku.edu Alexis Bazoukas	Y	0
13	Colby Sawyer College 541 Main Street New London, New Hampshire 03281 Phone : 603-526-3766 Email : Ktaylor@colby-sawyer.edu Career Services	Y	0
14	College of the Holy Cross One College Street Worcester, Massachusetts 01610 Email : CAREERS@holycross.edu Career Services	N	0

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15	Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Email : cujcareers@columbia.edu Melissa McLaney	Y	0
16	Concilio Hispano 105 Windsor Street Cambridge, Massachusetts 02139 Email : info@centrolatino.org Sylvia Saavedra-Keber	N	0
17	Craig's List P.O. Box 225159 San Francisco, California 94122 Url : www.craigslist.com Career Services Manual Posting	N	0
18	Current Employee	N	2
19	Curry College 1071 Blue Hill Avenue Milton, Massachusetts 02186 Phone : 617-333-2195 Email : careerdevelopment@curry.edu Kristin Menconi	Y	0
20	Emerson College 120 Boylston Street Boston, Massachusetts 02116 Email : careers@emerson.edu Career Services	Y	0
21	Emmanuel College 400 The Fenway Boston, Massachusetts 02115 Phone : 617-735-9930 Email : careerdevelopment@emmanuel.edu Nancy Harrod	Y	0
22	Employee Referral Massachusetts Career Services	N	4
23	Employee Referral	N	7

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24	Employment and Training Resources 201 Boston Post Road West Suite 200 Marlboro, Massachusetts 01752 Phone : 508-786-0928 Email : etrc@detma.org Fax : 1-508-766-5790 Career Services	Y	0
25	Endicott College Career Center 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-232-2101 Email : careers@endicott.edu Dale McLennan	Y	0
26	Facebook post	N	1
27	Franklin Pierce University 40 University Drive Rindge, New Hampshire 03461 Email : NicholRM@franklinpiercedu Rosemary Nichols	Y	0
28	Freedom House, Inc. 14 Crawford Street Dorchester, Massachusetts 02121 Email : info@freedomhouse.com Tanika Stephens	N	0
29	Holyoke Community College 303 Homestead Ave Holyoke, Massachusetts 01040 Phone : 413-552-2597 Email : rpowers@hcc.mass.edu Career Services	Y	0
30	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	11

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31	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
32	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source	N	6
33	Indeed.com - Not Directly Contacted by SEU	N	3
34	Internal Posting	N	3
35	Internal Posting Massachusetts Career Services	N	5
36	Job Board	N	1
37	Jobnet 210 South Street Boston, Massachusetts 02111 Email : ralexander@detma.org Fax : 1-617-338-2050 Rosemary Alexander	Y	0
38	Keene State College 229 Main Street Keene, New Hampshire 03435 Email : aca@keene.edu Career Services	N	0
39	Lasell College 1844 Commonwealth Ave. Newton, Massachusetts 02466 Email : careerservices@lasell.edu Career Services	N	0
40	Lesley University 29 Everett Street Cambridge, Massachusetts 02138 Email : crcjobs@lesley.edu Career Services	Y	0
41	Linked In	N	5

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42	LinkedIn - Not Directly Contacted by SEU	N	1
43	MA College of Liberal Arts 375 Church St. North Adams, Massachusetts 01247 Email : career@mcla.edu Career Services	N	0
44	Mass Bay Community College 50 Oakland Street Wellesley, Massachusetts 02481 Phone : 781-239-3142 Email : jkomack@massbay.edu Julie Komack	Y	0
45	Mass Rehab Commission 1 Parker Street Lawrence, Massachusetts 01843 Email : Paula.Santagati@state.ma.us Paula Santagati	Y	0
46	Massachusetts Broadcasters Association P.O. Box 401 43 Riverside Avenue Medford, Massachusetts 02155 Career Services Manual Posting	N	0
47	Mount Ida College 777 Dedham Street Newton, Massachusetts 02459 Phone : 617-928-4602 Email : rbrooks@mountida.edu Rob Brooks	Y	0
48	NAACP 330 Martin Luther King Blvd Mall of Roxbury Boston, Massachusetts 02119 Email : info@bostonnaacp.org Career Services	N	0
49	NAACP - Massachusetts Chapter P.O. Box 90163 Mason Square Station Springfield, Massachusetts 01139 Email : info@naacpspringfield.org Career Services	N	0

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50	NAB Career Center 1771 N. Street NW Washington, District of Columbia Email : hr@nab.org Career Center	N	0
51	New Hampshire Association of Broadcasters 707 Chestnut Street Manchester, New Hampshire 03104 Phone : 603.627-9600 Url : www.nhab.org Email : info@nhab.org Career Services	N	0
52	Other Source	N	2
53	Progreso Latino, Inc. 626 Broad Street Central Falls, Rhode Island 02863 Email : info@progresolatino.org Mario Bueno	Y	0
54	Recruiter	N	1
55	RI Indian Council 807 Broad Street Providence, Rhode Island 02903 Email : dwaldron@rhodeislandindiancouncil.org Career Services	Y	0
56	Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Email : careerservices@rcc.mass.edu Career Services	N	0
57	Salem State College 352 Lafayette St. ECC 105 Salem, Massachusetts 01970 Phone : 978-542-6406 Email : career@salemstate.edu Lisa Morency	Y	0
58	Smith College 84 Elm Street Northampton, Massachusetts 01063 Phone : 413-585-4328 Email : eaccess@smith.edu Brenda Jameson	Y	0

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59	Society of Broadcast Engineers (SBE) Inc. 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Email : kjones@sbe.org Career Services	N	0
60	Station Website	N	1
61	Suffolk University 8 Ashburton Place Boston, Massachusetts 02108 Phone : 617-573-8480 Email : twells@suffolk.edu Terry Wells	Y	0
62	The Career Institute of American International College 10 State Street Woburn, Massachusetts 01801 Phone : 781-939-0607 Email : careerservices@aic.edu Career Services	Y	0
63	The New England Institute of Art 10 Brookline Place West Brookline, Massachusetts 02245 Email : kdbailey@aia.edu Karen Huyghue	N	0
64	The Work Place 29 Winter Street Boston, Massachusetts 02108 Email : feedback@theworkplace.org Fax : 1-617-428-0380 Career Services	N	0
65	Triangle, Inc. 420 Pearl Street Malden, Massachusetts 02148 Phone : 781-388-4320 Email : Dmuldoon@triangle-inc.org Debbie Muldoon	Y	0
66	U-Mass Dartmouth Student Employment Office 285 Old Westport Road Rm 106 North Dartmouth, Massachusetts 02747 Email : cdcinfo@umassd.edu Gail Berman	N	0

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67	University of Hartford School of Communications West Hartford, Connecticut 06117 Email : landolina@hartford.edu Sue Landolina	N	0
68	University of Maine Dept. of Communications and Journalism Orono, Maine 04469 Email : umainecareercenter@umit.maine.edu Career Services	N	0
69	Wentworth Institute of Technology 550 Huntington Avenue Boston, Massachusetts 02115 Email : careerservices@wit.edu Career Services	N	0
70	Westfield State College 577 Western Avenue Westfield, Massachusetts 01086 Phone : 413-572-5206 Email : careers@westfield.ma.edu Career Services	Y	0
71	WJMN FM Station Website Massachusetts Url : http://iheartmediacareers.com Email : AnthonyAlfano@iheartmedia.com Career Services	N	0
72	Word of Mouth Referral	N	2
73	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
74	WXKS-FM Station Website 10 Cabot Road Suite 302 Medford, Massachusetts 02155 Email : AnthonyAlfano@iheartmedia.com Career Services	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			59

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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	3/27/2017	Participation in scholarship programs	iHeartMedia Boston participated in the Massachusetts Broadcasters Association Student Broadcaster Scholarship program. During this reporting period, our SEU donated money to the MBA Student Broadcaster Scholarship Program, broadcast on-air announcements to promote the scholarship from March 27 - April 14, 2017 disseminated and collected completed scholarship program applications, and participated in the evaluation process.	1	Region President
2	11/28/2017	Provision of training to management	Our FCC Coordinator hosted an EEO training session with SEU hiring managers, which included the following topics: Discrimination/Harassment, Equal Opportunity and Community Outreach.	4	Director of Marketing Sr. Vice President of Programming Sr. Vice President of Sales Region President