

WHKF, WHP, WRBT, WRVV, WT KT
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS L") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Regional Digital Sales Manager	7, 11-13, 24	11
Receptionist / Sales Assistant	7, 12-14, 24	14
Outside Account Executive	10, 12-14, 21, 24	14
Outside Account Executive	10, 12-14, 21, 24	10
Outside Account Executive	1-6, 8-9, 12, 14-25	8
Outside Account Executive	1-6, 8-9, 12, 14-25	21

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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	AM/FM Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 761-754-8177 Email : jobs@amfmjobs.com Mark Holloway	N	0
2	Broadcasting and Cable 5700 Wilshire Blvd. Ste. 120 Los Angeles, California 90036 Phone : 323-965-2089 Email : katie.rosa@reedbusiness.com Katie Rosa	N	0
3	Broadcasting Institute of Maryland 7200 Hartford Rd. Baltimore, Maryland 21234 Phone : 410-254-2770 Email : nb@bim.org Fax : 1-800-942-9246 Norman Brooks	N	0
4	Central Pennsylvania College College Hall & Valley Rds. Summerdale, Pennsylvania 17093 Phone : 717-728-2262 Email : stevehassinger@centralpenn.edu Steve Hassinger	N	0
5	Connecticut School of Broadcasting One Mall Dr. Suite 203 Cherry Hill, New Jersey Phone : 856-755-1200 Email : CSBCherryHill@gocsb.com Hope Willis	N	0
6	Dickinson College - Career Center Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Email : career@dickinson.edu Tammy Heberlig	N	0
7	DirectEmployers.org 9002 N Purdue Rd. Ste 100 Indianapolis, Indiana 46268 Url : http://www.directemployers.org AJ Selvey Manual Posting	N	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
8	Drop In	N	1
9	Elizabethtown College - Career Services One Alpha Dr. Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Email : careerservices@etown.edu Career Services	N	0
10	Employee Referral	N	2
11	Employee Referral Pennsylvania Career Services	N	1
12	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	1
13	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
14	Indeed.com	N	3
15	Lebanon Valley College - Career Services 101 North College Ave. Annville, Pennsylvania 17003 Phone : 717-867-6237 Email : breencenter@lvc.edu Sharon Givler	N	0
16	Lycoming College 700 College Place Campus Box 154 Williamsport, Pennsylvania 17701 Phone : 570-321-4034 Email : cdc@lycoming.edu Peggy Kimble	N	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
17	Messiah College - Career Center P.O. Box 4511 One College Ave. Grantham, Pennsylvania 17027 Phone : 717-691-6016 Email : dkeiffer@messiah.edu Dwayne Keiffer	N	0
18	Millersville University P.O. Box 1002 Millersville, Pennsylvania 17551 Phone : 717-872-3312 Email : castudent@millersville.edu Margo Sassaman	N	0
19	Penn State Univ. Harrisburg Campus (Career Serv.) W117 Olmsted - 777 W. Harrisburg Pike Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : cmg11@psu.edu Colleen Guy	N	0
20	Penn State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : CMS324@psu.edu Collette Sacolick	N	0
21	Station Website	N	2
22	Temple University 1913 N. Broad St., 2nd Floor Philadelphia, Pennsylvania 19122 Phone : 215-204-4477 Email : Kathy.Francis@temple.edu Fax : 1-215-204-4462 Kathy Frances	N	0
23	Wilson College (Career Development) 1015 Philadelphia Ave. Chambersburg, Pennsylvania 17201 Phone : 717-260-2006 X 3314 Email : career@wilson.edu Heather Drumm	N	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
24	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
25	York College of PA (Career Services) Center Country Club Rd. York, Pennsylvania 17405 Phone : 717-815-1452 Email : abaldwin@ycp.edu Alice Baldwin	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	6/21/2018	Participation in events or programs sponsored by educational institutions	Our SEU visited Central Penn College to speak to a class of students regarding working for iHeartMedia as an on air radio host.	1	Program Director
2	7/18/2018	Participation in events or programs sponsored by educational institutions	Our SEU participated in a Seminar at Confer Radio Talent Institute in Bloomsburg. Our SEU participants included Regional VP of Programing.	1	Regional VP of Programing
3	9/15/2018	Hosting of Job Fair	Our SEU hosted a job fair at the Harrisburg Mall in Harrisburg, PA. Station participants included our Sales Managers & Account Executives, who helped to solicit local participating employers, assisted with job fair logistics, and set up booths. Our SEU also promoted the event via on-air announcements and participated in the event as a local employer, discussing careers in radio with interested attendees.	2	Sales Manager Account Executive
4	9/29/2018	Hosting of Job Fair	Our SEU hosted a job fair at Park City Shopping Mall in Lancaster, PA. Our SEU was involved in securing the space, soliciting local employers and organizing all aspects of the event as well as participating as an exhibitor.	2	Sales Manager Sales Manager
5	10/11/2018	Participation in events or programs sponsored by educational institutions	Our SEU participated in a Radio Lecture at Penn State Harrisburg Campus. Our SEU participants included our Program Director.	1	Program Director
6	3/15/2019	Participation in Job Fairs	Our SEU participated in a career fair hosted by Penn State University	4	Regional President Programming Manager Sales Manager Market President
7	3/28/2019	Participation in Job Fairs	Our SEU participated in a career fair hosted by Shippensburg University.	1	Sales Manager