

**WAXQ, WHTZ, WKTU, WLTW, WOR, WWPR-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

**I. VACANCY LIST**

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

| <b>Job Title</b>                                  | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b>            | <b>RS Referring<br/>Hiree</b> |
|---|---|-------------------------------|
| WOR Early Evening Talk Show Host                  | 1-5, 10-15, 17-19, 21-22, 25-36, 38-42,<br>45, 47-48                  | 11                            |
| WOR Early Evening Talk Show Host                  | 1-5, 10-15, 17-19, 21-22, 25-36, 38-42,<br>45, 47-48                  | 11                            |
| WOR710 Account Executive (Base + Commission)      | 1-5, 10, 12-15, 17-19, 21-22, 25-36, 38-<br>43, 45, 47-48             | 19                            |
| Producer  | 1-5, 8, 10, 12-15, 17-22, 25-36, 38-43,<br>45, 47-48                  | 19                            |
| Brand Integration Group Sales Assistant           | 1-5, 10-15, 17-19, 21-22, 25-36, 38-39,<br>41-43, 45, 47-48           | 19                            |
| National Sales Assistant                          | 1-5, 10, 12-15, 17-19, 21-22, 25-36, 38-<br>39, 41-43, 45, 47-48      | 19                            |
| WOR710 Account Executive (Base + Commission)      | 1-5, 10, 12-15, 17-19, 21-22, 25-36, 38-<br>39, 41-43, 45-48          | 46                            |
| Z100/KTU Account Executive                        | 2-5, 10, 12-15, 17-23, 25-36, 38-39, 41-<br>43, 45-48                 | 46                            |
| LiteFM Account Executive - Base + Commission      | 1-5, 10-15, 17-19, 21-22, 25-36, 38-39,<br>41-43, 45, 47-48           | 11                            |
| Data Entry Specialist - Innovation Lab            | 1-3, 5, 10-15, 17-19, 21-22, 25-36, 38-<br>39, 41-43, 45, 47-48       | 11                            |
| Digital Sales Manager - NYC                       | 1-3, 5, 10-15, 17-19, 21-23, 25-36, 38-<br>39, 41-43, 45, 47-48       | 23                            |
| WOR710 Account Executive (Base + Commission)      | 1-3, 5-6, 10, 12-15, 17-19, 21-22, 25-<br>36, 38-39, 41-43, 45, 47-48 | 6                             |
| National Sales Assistant                          | 1-3, 5, 10-15, 17-19, 21-22, 24-36, 38-<br>39, 41-43, 45, 47-48       | 11                            |
| WOR710 Account Executive (Base + Commission)      | 1-3, 5, 10, 12-15, 17-22, 25-36, 38-39,<br>41-45, 47-48               | 44                            |
| Production Manager                                | 1-3, 5-6, 10, 12-15, 17-22, 25-36, 38-<br>39, 41-43, 45, 47-48        | 6                             |
| NYC Account Executive                             | 1-3, 5-6, 10-15, 17-23, 25-39, 41-43,<br>45, 47-48                    | 11                            |
| WOR Full Time Board Op                            | 1-3, 5-6, 10, 12-15, 17-19, 21-22, 25-<br>36, 38-39, 41-43, 45, 47-48 | 6                             |
| Director, Strategy and Innovation                 | 1-3, 5, 10-15, 17-19, 21-22, 25-36, 38-<br>39, 41-43, 45, 47-48       | 11                            |
| Innovation Lab, Design and Activation Coordinator | 1-3, 5-6, 10, 12-15, 17-19, 21-22, 25-<br>36, 38-39, 41-43, 45, 47-48 | 6                             |
| WOR Full Time Board Operator                      | 1-3, 5, 10-15, 17-19, 21-22, 25-36, 38-<br>39, 41-43, 45, 47-48       | 11                            |
| Studio Engineer                                   | 1-3, 5, 10-15, 17-19, 21-22, 25-36, 38-<br>39, 41-43, 45, 47-48       | 11                            |

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| <b>Job Title</b>                                  | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b>        | <b>RS Referring<br/>Hiree</b> |
|---|---|-------------------------------|
| Sales Assistant                                   | 1-3, 5-7, 10-15, 17-23, 25-36, 38-39, 41-43, 45, 47-48            | 7                             |
| Sales Assistant                                   | 1-3, 5-7, 10-15, 17-23, 25-36, 38-39, 41-43, 45, 47-48            | 11                            |
| Creative Service and Production Director          | 1-3, 5, 10, 12-15, 17-22, 25-36, 38-39, 41-43, 45, 47-48          | 20                            |
| Multicultural Account Executive Base + Commission | 1-3, 5, 7, 10-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48    | 11                            |
| Multicultural Account Executive Base + Commission | 1-3, 5, 7, 10-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48    | 7                             |
| Digital Video Producer                            | 1-3, 5, 10, 12-15, 17-23, 25-36, 38-39, 41-43, 45, 47-48          | 23                            |
| Innovation Lab, Design and Activation Coordinator | 1-3, 5-6, 10-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48     | 6                             |
| Z100 Account Executive - Base + Commission        | 1-3, 5, 10-15, 17-19, 21-23, 25-36, 38-39, 41-43, 45, 47-48       | 11                            |
| Z100 Account Executive - Base + Commission        | 1-3, 5, 10-15, 17-19, 21-23, 25-36, 38-39, 41-43, 45, 47-48       | 19                            |
| Agency Sales Manager - New York, NY               | 1-3, 5, 10, 12-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48   | 18                            |
| Sales Manager - New York, NY                      | 1-3, 5-6, 10, 12-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48 | 6                             |
| Manager, Marketing Solutions NYC Innovation Lab   | 1-3, 5, 10, 12-15, 17-22, 25-39, 41-43, 45, 47-48                 | 37                            |
| Sales Assistant                                   | 1-3, 5, 9-10, 12-15, 17-19, 21-22, 25-36, 38-39, 41-42, 45, 47-48 | 9                             |
| Digital Producer - Elvis Duran Morning Show       | 1-3, 5-6, 10, 12-15, 17-19, 21-22, 25-36, 38-39, 41-42, 45, 47-48 | 6                             |
| Commercial Producer                               | 1-3, 5, 10-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48       | 11                            |
| Studio Engineer                                   | 1-3, 5, 10, 12-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48          | 16                            |
| Manager, Marketing Solutions NYC Innovation Lab   | 1-3, 5, 10-15, 17-19, 21-22, 25-36, 38-39, 41-43, 45, 47-48       | 11                            |

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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         | Berkeley College<br>3 East 43rd St. 4th Fl. 6th Floor Career Services<br>New York, New York 10017<br>Phone : 212-986-4343<br>Email : mt@berkeleycollege.edu<br>Mark Thomas  | Y   | 0  |
| 2         | Borough of Manhattan Community College<br>City University of NY Travel & Tourism 245 Greenwich St. Fiterman 830U<br>New York,, New York 10007<br>Phone : 212-220-8214<br>Email : eg@etn.travel<br>Dr. Elinor Garely | Y   | 0  |
| 3         | Brooklyn College<br>2900 Bedford Avenue Room 1303 James Hall<br>Brooklyn, New York 11210<br>Phone : 718-951-5696<br>Email : jobpostings@brooklyn.cuny.edu<br>Andre Fontenelle                                       | Y   | 0  |
| 4         | City University of New York<br>CUNY<br>New York, New York<br>Email : Ashley.Walker@cuny.edu<br>Ashley Walker  | N   | 0  |
| 5         | Connecticut School of Broadcasting<br>1400 Old Country Road Suite 211 (36A)<br>Westbury, New York 11590-5156<br>Phone : 516-280-6801<br>Email : bmartines@gocsb.com<br>Rebecca Martines                             | Y   | 0  |
| 6         | Current Employee  | N   | 10   |
| 7         | Current Employee - Transfer/Promotion   | N   | 2  |
| 8         | Current Employee/Internal Promotion   | N   | 1  |
| 9         | Current Intern  | N   | 1  |
| 10        | Dream Careers<br>Internship Coordinator 181 2nd Avenue Suite 200<br>San Mateo, California 94401<br>Phone : 6502613147<br>Email : Shane@dreamcareersinc.com<br>Shane Shane   | Y   | 0  |
| 11        | Employee Referral   | N   | 19   |

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|-----------|---|---|--|
| 12        | Essex County College<br>303 University Avenue<br>Newark, New Jersey 07102<br>Phone : 973-877-3270<br>Email : <a href="mailto:swormley@essex.edu">swormley@essex.edu</a><br>Sybil Bost-Wormley                                   | Y   | 0  |
| 13        | Five Towns College<br>305 North Service Road<br>Dix Hills, New York 11746<br>Phone : 631-656-2163<br>Email : <a href="mailto:krysti.orourke@ftc.edu">krysti.orourke@ftc.edu</a><br>Krysti O'Rourke                              | Y   | 0  |
| 14        | Focus Hispanic Center for Com. Devel. Inc.<br>441-443 Broad Street<br>Newark, New Jersey 07102<br>Phone : 973-624-2528<br>Email : <a href="mailto:rrosario@focus411.org">rrosario@focus411.org</a><br>Rosa Rosario              | Y   | 0  |
| 15        | Fordham University<br>Career Development Center 140 West 62nd Street - 1st floor<br>New York, New York 10023<br>Phone : 212-636-6170<br>Email : <a href="mailto:mpiriz@fordham.edu">mpiriz@fordham.edu</a><br>Dennis Grant      | Y   | 0  |
| 16        | Former Employee   | N   | 1  |
| 17        | Hobart & William Smith College<br>Salisbury Center for Career Services Trinity Hall<br>Geneva, New York 14456<br>Phone : 315-781-3514<br>Email : <a href="mailto:cso@hws.edu">cso@hws.edu</a><br>Jackie Doyle                   | Y   | 0  |
| 18        | iHeartMedia.jobs<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a><br>Talent Acquisition Coordinator<br>Manual Posting | N   | 7  |

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|-----------|--|---|--|
| 19        | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting  | N   | 8  |
| 20        | Indeed.com   | N   | 13   |
| 21        | Ithaca College<br>Office of Career Services 953 Danby Road, 101 Muller<br>Ithaca, New York 14850<br>Phone : 607-274-3365<br>Email : <a href="mailto:careers@ithaca.edu">careers@ithaca.edu</a><br>John Fracchia  | N   | 0  |
| 22        | Kean University<br>1000 Morris Avenue<br>Union, New Jersey 07083<br>Phone : 908-737-0456<br>Email : <a href="mailto:kmirrer@kean.edu">kmirrer@kean.edu</a><br>Kristine Mirrer  | Y   | 0  |
| 23        | Linked In  | N   | 8  |
| 24        | Linked In<br>Online Recruiting Site<br>New York, New York 10013<br>Phone : 0000000<br>Online Recruiting Site   | N   | 1  |
| 25        | Long Island Univ. Brooklyn Campus<br>1 University Plaza, Pratt 510<br>Brooklyn, New York 11201<br>Phone : 718-488-1039<br>Email : <a href="mailto:Amy.rothenberg@liu.edu">Amy.rothenberg@liu.edu</a><br>Amy Rothenberg   | Y   | 0  |
| 26        | Nassau Comm. College<br>Career Counseling Center 1 Education Drive<br>Garden City, New York 11530<br>Phone : 516-572-7696<br>Url : <a href="http://www.ncc.edu">www.ncc.edu</a><br>Email : <a href="mailto:Constance.Egelman@ncc.edu">Constance.Egelman@ncc.edu</a><br>Constance Egelman | Y   | 0  |

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|-----------|---|---|--|
| 27        | New York Market Radio<br>261 Madison Avenue 23rd Fl.<br>New York, New York 10016<br>Phone : 646-254-4493<br>Deborah Beagan<br>Manual Posting                                      | N   | 0  |
| 28        | New York State Broadcasters Assoc.<br>1805 Western Avenue<br>Albany, New York 12203<br>Phone : 518-456-8888<br>Email : admin@tvjobs.com<br>Mark Holloway                          | N   | 0  |
| 29        | NJ Depart. Of Labor & Workforce Devel.<br>438 Summit Avenue 2nd Fl.<br>Jersey City, New Jersey 07306<br>Phone : 973-742-9226<br>Email : walter.toombs@dol.nj.gov<br>Walter Toombs | Y   | 0  |
| 30        | NY Univ./Arthur Carter Journal. Institute<br>20 Cooper Square, Room 647<br>New York, New York 10003<br>Phone : 212-998-3837<br>Email : Craigh.Barboza@nyu.edu<br>Craig Barboza    | Y   | 0  |
| 31        | NYU Office of Career Development<br>721 Broadway, 8th Fl<br>New York, New York 10003<br>Phone : 2129981824<br>Email : Tisch.career@nyu.edu<br>Lily Hung                           | Y   | 0  |
| 32        | Penn State University<br>105 Bank of American Career Services Center<br>University Park, Pennsylvania 16802<br>Career Services<br>Manual Posting                                  | N   | 0  |
| 33        | Queens College<br>65-30 Kissena Blvd<br>Flushings, New York 11367<br>Phone : 718-997-4465<br>Email : tes.asfaw@qc.cuny.edu<br>Fax : 1-718-997-4463<br>Tesyfaye Asfaw              | Y   | 0  |

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|-----------|--|---|--|
| 34        | Radio and Television Business Report<br>PO Box 6633<br>Woodbridge, Virginia 22195<br>Apri McLynn<br>Manual Posting   | N   | 0  |
| 35        | Radio/Online LLP<br>3500 Tripp Avenue<br>Amarillo, Texas 79121-1637<br>Online Postings<br>Manual Posting   | N   | 0  |
| 36        | Rutgers University<br>360 Dr. Martin Luther King Jr. Blvd Hill Hall, Room 112<br>Newark, New Jersey 07102<br>Phone : 973-353-5312<br>Email : cegan@newark.rutgers.edu<br>Michelle Bryan  | Y   | 0  |
| 37        | Self Referral  | N   | 2  |
| 38        | Seton Hall University<br>400 South Orange Avenue Career Center 2nd Floor Bayley Hall<br>South Orange, New Jersey 07079<br>Phone : 973-275-2316<br>Email : gina.aloe@shu.edu<br>Gina Aloe | N   | 0  |
| 39        | St. Johns Univ. Center For TV,Film, Radio<br>8000 Utopia Parkway<br>Jamaica, New York 11439<br>Phone : 718-990-2188<br>Email : haynesd@stjohns.edu<br>Donna Haynes                       | Y   | 0  |
| 40        | Staten Island YMCA New Am. Welcome Ct<br>285 Vanderbilt Ave<br>Staten Island, New York 10304<br>Phone : 718-981-4382<br>Email : rrinaldo@ymcany.org<br>Rachael Rinaldo                   | Y   | 0  |
| 41        | Syracuse Univ. S.I Newhouse School<br>215 University Place<br>Syracuse, New York 13244<br>Phone : 315-443-1913<br>Email : belichti@syr.edu<br>Bridget Lichtinger                         | Y   | 0  |

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| RS<br>Number                                   | RS Information   | Source Entitled<br>to Vacancy<br>Notification?<br>(Yes/No) | No. of Interviewees<br>Referred by RS<br>Over<br>Reporting Period |
|--|--|--|---|
| 42   | Touro College, NYSCHS<br>27-33 West 23rd Street<br>New York, New York 10010<br>Phone : 212-463-0400 ext. 5449<br>Email : adriana.jimenez-garcia@touro.edu<br>Adriana Jimenez-Garcia                                  | Y  | 0   |
| 43   | University of Pennsylvania<br>McNeil Bldg. Suite 20 3718 Locust Walk<br>Philadelphia, Pennsylvania 19104<br>Phone : 215-898-4827<br>Email : listings@pobox.upenn.edu<br>Fax : 1-215-898-2687<br>Anne Marie Gercke    | Y  | 0   |
| 44   | Unknown Referral Source  | N  | 1   |
| 45   | William Paterson University<br>Career Development Center 300 Pompton Road<br>Wayne, New Jersey 07470<br>Phone : 973-720-3020<br>Email : barrowsm@wpunj.edu<br>Mary Alice Barrows                                     | Y  | 0   |
| 46   | Word of Mouth Referral   | N  | 2   |
| 47   | www.mediagignow.com<br>717 Green Valley Road Suite 200<br>Greensboro, North Carolina 27408<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| 48   | York College<br>94-20 Guy R. Brewer Blvd.<br>Jamaica, New York 11451<br>Email : mbsmith@york.cuny.edu<br>Michael Smith   | Y  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>76</b>   |



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**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                         | <b>Brief Description Of Activity</b>  | <b>No. of Stations Participants</b> | <b>Participant Title</b>  |
|---|-------------|--|---|-------------------------------------|---|
| 1 | 3/1/2019    | Establishment of an intern program designed to assist members of the community | Spring/2019 Internship Program for iHeart Media: Hired total of 24+ paid interns for stations WHTZ and WWPR plus Promotions and Sales Departments. These Interns worked closely with SEU staff to learn the "behind the scenes" functioning of a radio station. During their internship they shadowed SEU staff, assisting with various functions of our programming, promotions and sales departments. They also had opportunity to seek career advice, and ask questions related to jobs in broadcasting, and were supervised by Program Director, On-air Talent, Promotions Director and Assistant Program Director. | 4                                   | Program Director<br>Programming & Community Affairs Coordinator<br>Executive Producer - Z100 morning show<br>Marketing & Promotions Director      |
| 2 | 6/1/2019    | Establishment of an intern program designed to assist members of the community | Summer/2019 Internship Program for iHeart Media: Hired total of 24+ paid interns for stations WHTZ and WWPR plus Promotions and Sales Departments. These Interns worked closely with SEU staff to learn the "behind the scenes" functioning of a radio station. During their internship they shadowed SEU staff, assisting with various functions of our programming, promotions and sales departments. They also had opportunity to seek career advice, and ask questions related to jobs in broadcasting, and were supervised Program Director, On-air Talent, Promotions Director and Assistant Program Director.    | 4                                   | Program Director<br>Programming & Community Affairs Coordinator<br>Executive Producer - Z100 morning show<br>VP Sales Operations & Data Analytics |
| 3 | 9/19/2019   | Participation in Job Fairs   | Our SEU participated in the St. John University Careers and Internship job fair at the Queens campus located at 8000 Utopia Parkway, Queens, NY 11439. Station participation included our Digital Content Manager, and our Programming & Events Coordinator, who discussed careers in radio with interested attendees. Also discussed internship and employment opportunities with attendees.   | 2                                   | Programming & Events Coordinator<br>Digital Content Manager   |

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|---|-------------|--|--|-------------------------------------|--|
| 4 | 10/18/2019  | Participation in Job Fairs                             | Our SEU participated in the Brooklyn College Careers and Internship job fair at the Brooklyn campus located at 8000 Utopia Parkway, Queens, NY 11439. Station participation included our Digital Content Manager and our Programming & Events Coordinator, who discussed careers in radio with interested attendees. Also discussed internship and employment opportunities with attendees | 2                                   | HR/Payroll Manager<br>Events Director for NY |