

WDOV, WDSO, WILM, WRDX, WWTX
EEO PUBLIC FILE REPORT
April 1, 2020 - March 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
Account Executive	1-19	8
Account Executive	1-19	7

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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	American Women in Radio and TV Inc. 8405 Greensboro Drive Suite 800 McLean, Virginia 222102 Phone : 703-506-3290 Url : www.awrt.org Email : Emilia@beholderproductions.com Fax : 1-703-506-3266 Emilia Andrews	N	0
2	AMFM Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.amfmjobs.com Email : info@amfmjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
3	Country Aircheck 1102 17th Ave South Suite 205 Nashville, Tennessee 37212 Url : www.countryaircheck.com Email : news@countryaircheck.com Kelley Hampton	N	0
4	Delaware State University 1200 N Dupont Hwy Dover, Delaware 19901 Phone : 302-857-6124 Url : www.desu.edu Email : rroberts@desu.edu Fax : 1-302-857-6123 Robin Roberts	N	0
5	Goldey Beacom College 4701 Limestone Road Career Svcs Wilmington, Delaware 19808 Phone : 302-225-6256 Url : https://www.gbc.edu/ Email : careers@gbc.edu Fax : 1-302-998-3467 Lauren Havens	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
6	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
7	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	1
8	Indeed.com - Not Directly Contacted by SEU	N	2
9	InsideRadio.com PO Box 567925 Atlanta, Georgia 31156 Phone : 800-640-8852 Url : http://www.insideradio.com/ Email : genemckay@InsideRadio.com Fax : 1-404-965-4131 Gene McKay	N	0
10	LinkedIn - Not directly contacted by SEU	N	2
11	Middletown Chamber of Commerce 402 North Cass Street PO Box 1 Middletown , Delaware 19709 Phone : 302-378-7545 Url : http://www.maccde.com/ Email : rferguson@maccde.com Fax : 1-302-378-6260 R Ferguson	N	0
12	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : (626) 792-6462 Url : http://www.nhmc.org/ Email : info@nhmc.org Fax : 1-626-792-6051 Alex Nogales	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
13	Salem Community College 460 Hollywood Avenue Carney's Point, New Jersey 08069 Phone : 856-351-2772 Url : http://www.salemcc.edu/ Email : careercenter@salemcc.edu Fax : 1-856-351-2763 Charles Foster	N	0
14	Talkers Magazine 785 Williams Street #429 Longmeadow, Maine 01106 Url : www.talkers.com Fax : 1-413-565-5419 Barbara Kurland	N	0
15	Temple University 220 Mitten Hall 1913 N Broad St Philadelphia, Pennsylvania 19122 Phone : 215-204-7981 Url : https://www.temple.edu/ Email : recruit@temple.edu Fax : 1-215-204-4462 Jim McLaughlin	N	0
16	Unknown Referral Source	N	1
17	Wesley College 120 N State Street Dover, Delaware 19901 Phone : 302-736-2300 Url : www.wesley.edu Email : nielsemi@wesley.edu Fax : 1-302-736-2382 Mike Nielsen	N	0
18	Wilmington University 31 Reads Way New Castle, Delaware 19720 Phone : 302-295-1162 Url : www.wilmu.edu Email : donna.j.hardy@wilmu.edu Fax : 1-302-295-1137 Donna Hardy	N	0

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19	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:			6

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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	10/24/2020	Participation in events or programs sponsored by educational institutions	On October 24, 2020, our VP of Programming served as a guest speaker at the 19th Annual WJPZ Alumni Assn Fall Conference at Syracuse University in Syracuse, NY via Zoom. They discussed podcasting and on-air careers in the broadcasting/media industry.	1	VP of programming
2	2/19/2021	Participation in Job Fairs	: On February 19, 2021 our SEU participated in the virtual Internship Fair & Career at Penn State University Bellisario College of Communications. Our Region President discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	2	Regional president Sales manager
3	2/23/2021	Provision of training to management	On February 23, 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	Market president
4	3/10/2021	Participation in Job Fairs	On March 10, 2021 our SEU participated in the virtual 2021 Klein Career & Internship Fair at Temple University in Phila, PA. Our Sales Manager discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	Sales manager