

**WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 - May 31, 2022**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-9	2

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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 & Television 8405 Greensboro Dr., Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : www.awrt.org Email : info@awrt.org Fax : 1-703-506-3266 Maria E Brennan	N	0
2	Glassdoor - Not directly contacted by SEU	N	1
3	iHeartMedia Talent Acquisition	N	3
4	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
5	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
6	National Association of Hispanic Journalists 1000 National Press Building 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Email : jobbank@nahj.org Fax : 1-202-662-7144 Michelle Vignoli	N	0
7	Talker's Magazine 785 Williams Street #429 Longmeadow, Maine 01106 Fax : 1-413-565-5419 Job Postings	N	0
8	University of Delaware-Career Services Center 401 Academy St Newark, Delaware 19716-6510 Email : megreen@udel.edu Marianne Green	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
9	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</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	10/20/2021	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 Vice President of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	VP of sales
2	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 Senior Vice President of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	Sr Vice President
3	2/28/2022	Participation in Job Fairs	On February 28, 2022 our SEU participated in the virtual Internship Fair & Career at Penn State University Bellisario College of Communications. Our Market President discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	Market president
4	3/9/2022	Participation in events or programs sponsored by educational institutions	: On March 9, 2022, our Market President served as a guest speaker for Mrs. Hentschel's Marketing Class at Salisbury University in Salisbury, MD. She discussed Broadcast & Digital marketing and what strategies iHeart offers clients and gave an overview on how to strategize campaigns. For their project, each student was given a budget and a specific item to focus on, they discussed marketing strategies that would best fit. She also worked with the students on building a radio script for the campaign to be presented to the client as their final project. There was a brief Q&A at the end of class to discuss careers, internships, and what iHeart can offer graduates in the future.	1	Market president

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5	4/9/2022	Participation in events or programs sponsored by educational institutions	On April 9, 2022, our Promotions Director/On-Air Host served as a guest speaker on the Entertainment/Sports panel at the TU Invitational Conference at Temple University in Philadelphia, PA. He shared his radio career journey, the day-to-day duties of a Promotion Director/On-Air Host, he provided ways to be successful in the industry, and how iHeartMedia and the broadcast industry offer many different career paths.	1	VP of programming
6	5/4/2022	Provision of training to management	In May 2022, our SEU's Vice president of programming 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	Vice president of programming