

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive	1-2, 5-6, 8-9, 11-13, 16-21, 24-29, 31-37, 39-42	9
Outside Account Executive	1-2, 5-6, 8-9, 11-13, 16-21, 24-29, 31-37, 39-42	9
iHeart DC - Cluster Assistant Program Director	2, 5-6, 8-9, 12-13, 16, 21-22, 24-25, 27-28, 31-37, 39, 41-42	9
WBIG On-Air Talent	1-2, 5-6, 8, 10, 12-13, 16, 18-19, 21, 24, 27-28, 31-37, 39, 41-42	10
DC101 Elliot in the Morning Associate Producer	1, 4-7, 9, 11, 13, 15-16, 18-21, 24, 27-28, 30-31, 34-38, 41-42	9
CPG Shopper Marketing Account Manager	1, 4-7, 11-13, 15, 17-19, 21, 24, 27-31, 34-38, 41-42	17
Program Director - News/Talk WWDC HD2/W284CQ 104.7FM	1, 3-8, 12-15, 18-19, 21, 24, 27-32, 34-38, 41-42	29
Associate Account Executive	1, 3-9, 11-16, 18-19, 21, 23-24, 27-32, 34-39, 41-42	9
Associate Account Executive	1, 3-9, 11-16, 18-19, 21, 23-24, 27-32, 34-39, 41-42	29

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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	All Access 24955 Pacific Coast Highway, C303 Malibu, California 90265 Email : jdenver@allaccess.com n/a n/a	N	0
2	Baltimore Vet Center 1777 Reisterstown Road Suite 199 Baltimore, Maryland 21208 Phone : 410-764-9400 Url : http://www.2.va.gov Fax : 1-410-764-7780 Paula Wolff	N	0
3	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-860-4000 Url : http://www.bowiestate.edu Dale Oneil Manual Posting	N	0
4	Columbia School of Broadcasting 3947 University Drive Fairfax, Virginia 22030 Phone : 301-377-2099 Url : http://www.columbiaschoolbroadcas.com Email : cujcareers@columbia.edu William Butler	N	0
5	Community of Hope 1717 Massachusetts Avenue NW Suite 805 Washington, District of Columbia 20036 Phone : 202-407-7750 Url : http://www.communityofhopedc.org/ Email : hr@cohdc.org Brittany Simpson	Y	0
6	Connecticut School of Broadcasting 611 Route 46 West, Suite 102 Hasbrouck, New Jersey 7642 Phone : 201-288-7900 Url : http://www.gocsb.com Email : Efierstein@gocsb.com Fax : 1-201-288-7901 Micahel Ryan	Y	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
7	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : http://www.coppin.edu Email : CareerServices@coppin.edu Fax : 1-410-951-3920 Linda Beowie	N	0
8	Elkton Vet Center 103 Chesapeake Blvd Suite A Elkton, Maryland 21921 Phone : 410-392-4485 Url : http://www.va.gov Email : mary.herrick2@va.gov Fax : 1-410-392-6381 Wendy Brown	N	0
9	Employee Referral	N	6
10	Facebook post - Not directly contacted by SEU	N	1
11	Forty Plus of Greater Washington 1718 P Street NW Washington DC, Washington 20036 Phone : 202-387-1582 Url : http://www.40plus-dc.org Email : jobpostings@40plusdc.org Fax : 1-202-387-7669 Career Services	N	0
12	George Mason University 4400 university Drive – M/S 3 B6 Fairfax, Virginia Phone : 703-993-4021 Url : http://www.gmu.edu/ Email : jbarrice@gmu.edu Fax : 1-703-993-2361 James Barricelli	N	0

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13	George Washington University Div. of HR/Foggy Bottom Campus 2033 K Street NW Suite 220 Washington DC, Washington 20052 Phone : 202-994-6495 Url : http://www.gwu.edu Email : ChrisRoy@Gw.edu Fax : 1-202-994-9680 Christine Roy	N	0
14	Georgetown University 37th and O Street NW Washington DC, Washington 20057 Phone : 202-687-3578 Url : http://www.georgetown.edu Allynn Powell Manual Posting	N	0
15	Greater Washington Workforce Development Collaborative 1201 15th Street NW Suite 420 Washington , District of Columbia 20005 Email : dleary@thecommunityfoundation.org Greater Washington Workforce Development	N	0
16	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703.671.5666 Url : http://www.hcva.org Email : sclavijo@hcva.org Fax : 1-703-671-2325 Stella Clavijo	N	0
17	iHeartMedia Talent Acquisition	N	3
18	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

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19	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
20	Indeed.com - Not directly contacted by SEU	N	2
21	Inside Radio , Texas Phone : 800-640-8852 Email : genemckay@insideradio.com Gene McKay	N	0
22	Internal Posting	N	2
23	Internal Transfer/Promotion	N	1
24	Japanese American Citizens League 1850 M Street NW Suite 1100 Washington DC, Washington 20036 Phone : 202-223-1240 Url : http://www.jacl.org Email : policy@jacl.org Fax : 1-202-296-8082 Career Services	N	0
25	Jewish War Vets of the USA 1 Ivory Crest Court Baltimore, Maryland 21209 Phone : 410-653-5577 Url : http://www.jwv.org Email : Burtnick@erols.com Fax : 1-410-653-2334 Erwin Burtnick	N	0
26	Job posting on internet	N	1
27	Korean Community Service Center 7700 Little River Turnpike #406 Annandale, Virginia 22003 Phone : 703-354-6345 Url : http://www.kcsgw.org Email : lienhickey@gmail.com Fax : 1-703-354-6391 Lien Hickey	N	0

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28	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-6198 Email : rcf2@lehigh.edu Fax : 1-610-758-4454 Jack Lule	N	0
29	LinkedIn - Not directly contacted by SEU	N	7
30	Montgomery College RA 108 51 Mannakee Rockville, Maryland 20850 Phone : 240-567-5062 Url : http://cms.montgomerycollege.edu Email : beth.reilly@montgomerycollege.edu Career Services	N	0
31	Organization of Chinese American Women 4641 Montgomery Avenue Suite 208 Bethesda, Maryland 20814 Phone : 301-907-3898 Url : http://www.ocawwomen.org Email : Maryland@ocawwomen.org Fax : 1-301-907-3899 Christina Wong Poy	N	0
32	Silver Spring Vet Center 10411 Motor City Dr. 5th Floor Bethesda, Maryland 20817 Phone : 240-395-1428 Email : Wayne.Miller3@va.gov Wayne Miller	N	0
33	Southeast Asian Resource Action Center 1628 16th Street NW 3rd Floor Washington DC, Washington 20009 Phone : 202-667-4690 Url : http://www.searac.org Email : searac@searac.org Fax : 1-202-667-6449 Fam Sawchao	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
34	Towson University Career Center 7800 York Road Suite 206 Towson, Maryland 21252 Phone : 410-704-2233 Url : http://www.towson.edu/careercenter Email : careercenter@towson.edu Fax : 1-410-704-4359 Corey Dunning	N	0
35	United Black Fund 2500 Martin Luther King Jr. Avenue SE Washington DC, Washington 20020 Url : http://www.ubfinc.org Email : UnitedBlackFund@ubfinc.org Career Services	Y	0
36	United Planning Organization 301 Rhoda Island Avenue NW Washington DC, Washington 20001 Phone : 202-238-4600 Url : http://www.upo.org Email : info@upo.org Regina Parker	N	0
37	University of District of Columbia 4200 Connecticut Ave NW Washington DC, Washington 20008 Phone : 202-274-5800 Url : http://www.udc.edu Email : doneviere.battle@udc.edu Lydia Williams	N	0
38	University of Maryland Career Center 3100 Hornbake Library College Park, Maryland 20742 Phone : 301.405.2780 Url : www.Careers.umd.edu Email : eely@umd.edu Adrienne Bradford	N	0
39	Unknown (source not adequately identified upon inquiry by SEU)	N	6
40	Unknown Referral Source	N	3

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41	Women Empowered Against Violence 1422 K Street NW Washington DC, Washington 20005 Phone : 202-452-9550 Url : http://www.weaveincorp.com Email : weavedcinfo@gmail.com Fax : 1-202-452-8255 Liz Harens	N	0
42	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:			33

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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	7/21/2021	Participation in events sponsored by organizations representing the community	Seacrest Studios offers college students majoring in journalism and media hands-on experience in broadcasting and programming. Right here at the in-house multimedia center in Washington, D.C., interns use industry-standard equipment to create engaging programs for patients and their families while learning the ins and outs of radio and television production. Internships provide students with an opportunity to work hands-on in all facets of media production, including DJing/hosting shows, interviewing celebrities and special guests, creating show content, running camera and switcher, editing graphics and animations, designing marketing strategies for programming---all while making a difference in our patients' lives! iHeartMedia DC on air personalities joined a panel of successful broadcast professionals who provided mentoring and advice about the industry and broadcast, interviewing advice, and more!	4	On air talent On Air talent On Air talent On Air talent
2	7/29/2021	Participation in events sponsored by organizations representing the community	Our SEU participated in the Next-Gen HBCU Interns at the U.S. Chamber of Commerce – a virtual event sponsored by the U.S. Chamber of Commerce with students from a number of HBCUs who were working at the U.S. Chamber this summer. This informal session was an opportunity for the scholars to learn about careers with iHeartMedia as well as the professional journey of iHeartMedia VP of Sales Laura Varner-Norman who also attended a HBCU. Approximately 300 students participated in the virtual event.	1	VP of sales

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3	2/22/2022	Participation in events or programs sponsored by educational institutions	<p>A representative of our SEU spoke virtually to 15 students in the Radio Practicum class of Cabrini University in Radnor PA on February 22, 2022.</p> <p>Our representative spoke to the Cabrini students about their communication program & student leadership opportunities, about her internships and how she was able to apply what she learned through all of those experiences to transition from an intern at iHeart to part time to full time employment at iHeartMedia. She also detailed her day-to-day responsibilities and her involvement with tentpole events and her role as the visual identity for the stations. She then participated in a question and answered session with the class.</p>	1	Online Content Coordinator
4	3/2/2022	Participation in Job Fairs	<p>Our SEU participated in the Washington DC Sports & ENT Career Fair by Maryland Athletics held at the Xfinity Center on the campus of the University of Maryland-College Park on March 2, 2022. Approximately 200 students and members of the public attended the job fair.</p>	1	Director of business development
5	3/4/2022	Participation in events sponsored by organizations representing the community	<p>A member of our SEU's sales team spoke to 35 members of the Northern Virginia Technology Council regarding the need that companies, such as iHeartMedia, have for analytics experts, which opens the door for STEM (Science, Technology, Engineering, and Math) students to develop a career in marketing and sales in radio/broadcasting.</p>	1	Chief Integrated Marketing Director

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6	3/30/2022	Participation in events sponsored by organizations representing the community	Our SEU participated in a virtual program "Guest Speakers Series" for the interns of Degy Entertainment, a concert booking agency for events & concerts. Emily Sklar, an on-air personality for our SEU, discussed her role within the company, her daily tasks as an on-air personality, and radio careers in general to the participants. Approximately 30 people participated in this virtual event.	1	On air talent
7	5/5/2022	Provision of training to management	In May 2022, our SEU's Vice President 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.	1	Vice President