

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,
WZCR****EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023****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 / Digital Sales | 1-36 | 32 |

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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 Music Group 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services | N | 0 |
| 2 | Bard College PO Box 5000 Career Development Office Annandale-On-The-Hudson, New York 12504 Phone : 845-758-7839 Url : www.collegecentral.com/bard Email : cdo@bard.edu Career Services | Y | 0 |
| 3 | Career Resource Center at SUNY New Paltz 75 S Manheim Blvd HAB 705 New Paltz, New York 12548 Phone : 845-257-3265 Url : www.newpaltz.edu/careers Email : careers@newpaltz.edu Career Services | Y | 0 |
| 4 | Columbia Greene Help Wanted 1 Civic Center Plaza Poughkeepsie, New York 12601 Phone : 845-471-5858 Url : www.columbiagreenehelpwanted.com Career Services Manual Posting | N | 0 |
| 5 | Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 6032 Phone : 800-887-2346 Email : csbfarmington@gocsb.com Ron Zorn | Y | 0 |
| 6 | Dutchess Community College 53 Pendell Road Poughkeepsie, New York 12601 Email : act@sunydutchess.edu Fax : 1-845-431-8046 Career Services | Y | 0 |

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|------------------|--|--|---|
| 7 | Emerson College 120 Boylston St Boston, Massachusetts 2116 Url : www.emerson.erecruiting.com Career Services Manual Posting | N | 0 |
| 8 | 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 |
| 9 | 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 |
| 10 | Job Link for Journalists-Internet , New York Url : www.newslink.org/joblink.html Career Services Manual Posting | N | 0 |
| 11 | Jobs-In-Music Website , New York Career Services Manual Posting | N | 0 |
| 12 | John H Johnson School of Communications 525 Bryant Street NW Washington, District of Columbia 20059 Phone : 202-806-5806 Url : www.howard.edu/schoolcommunications` Email : cdudley@howard.edu Carol Dudley | Y | 0 |
| 13 | LinkedIn - Not directly contacted by SEU | N | 1 |

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|------------------|---|--|---|
| 14 | <p>LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting</p> | N | 0 |
| 15 | <p>Marist College North Road Cannilino Library Rm 332 Poughkeepsie, New York 12601 Email : career.services@marist.edu Career Services</p> | Y | 0 |
| 16 | <p>Mercy College 555 Broadway Dobbs Ferry, New York 10522 Career Services Manual Posting</p> | N | 0 |
| 17 | <p>Monstertrak.com 11845 W Olympic Blvd Suite 500 Los Angeles, California 90064 Phone : 800-999-8725 Url : www.monstertrak.com Career Services Manual Posting</p> | N | 0 |
| 18 | <p>New School of Radio and Television 50 Colvin Avenue Albany, New York 12206 Phone : 518-438-7682 Email : ctaylor@newschoolalbany.edu C. Taylor</p> | Y | 0 |
| 19 | <p>New York Broadcasters Association 1805 Western Avenue Albany, New York 12205 Phone : 518-456-8888 Url : www.nybroadcastersassn.org Email : cjung@nysbroadcasters.org Career Services</p> | N | 0 |

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|------------------|--|--|---|
| 20 | New York Market Radio 261 Madison Avenue 23rd Flr New York, New York 10016 Email : ddonovan@nysbroadcasters.org Career Services | N | 0 |
| 21 | New York State Dept of Labor 233 Main Street Poughkeepsie, New York 12601 Phone : 845-473-9253 Url : www.labor.state.ny.us Email : PressOffice@labor.ny.gov Career Services | Y | 0 |
| 22 | North Jersey Help Wanted.Com 1 Civic Center Plaza Poughkeepsie, New York 12601 Phone : 845-471-5858 Url : www.northjerseyhelpwanted.com Career Services Manual Posting | N | 0 |
| 23 | NYCJOBS.COM , New York Phone : 212-937-8899 Url : www.nycjobs.com Career Services Manual Posting | N | 0 |
| 24 | Pace University 41 Park Row 14th Flr New York, New York 10038 Email : careers@pace.edu Career Services | N | 0 |
| 25 | Poughkeepsie Journal/Career Bulider 85 Civic Center Plaza Poughkeepsie, New York 12601 Phone : 845-451-4516 Url : www.poughkeepsiejournal.com Career Services Manual Posting | N | 0 |

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|------------------|--|--|---|
| 26 | Purchase College 735 Anderson Hill Rd Purchase, New York 10577 Phone : 914-251-6375 Email : Jessica.Mazzia@purchase.edu Fax : 1-914-251-7802 Jessica Mazzia | Y | 0 |
| 27 | Radio and TV Jobs Website , New York Url : www.radioandtvjobs.com Career Services Manual Posting | N | 0 |
| 28 | Russell Sage College 65 1st St. Troy, New York 12180 Career Services Manual Posting | N | 0 |
| 29 | Station Websites (navigation link to corporate careers website) 20 Tucker Drive Poughkeepsie, New York 12601 Phone : 845-471-2300 Career Services Manual Posting | N | 0 |
| 30 | SUNY ORANGE 115 SOUTH STREET MIDDLETOWN, New York 10940 Phone : 845-341-4572 Eileen Barrett Manual Posting | N | 0 |
| 31 | The Maslow Media Group Inc 2233 Wisconsin Avenue NW, Suite 400 Washington, District of Columbia Phone : 202-965-1100 Email : sales@maslowmedia.com The Maslow Media Group Inc | N | 0 |
| 32 | Unknown (source not adequately identified upon inquiry by SEU) | N | 2 |

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|--|---|--|---|
| 33 | Western Connecticut State University 181 White St. Danbury, Connecticut 06810 Career Services Manual Posting | N | 0 |
| 34 | Wilkes University 84 W South St Wilkes-Barre, Pennsylvania 18766 Career Services Manual Posting | N | 0 |
| 35 | WORKJERSEY.COM , New York Phone : 201-503-8084 Url : www.workjersery.com Career Services Manual Posting | N | 0 |
| 36 | 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: | | | 3 |

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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 | 2/8/2022 | Participation in Job Fairs | On February 8, 2022, our SEU participated in the Dutchess County Regional Chamber of Commerce - Thank Dutchess Job Fair. At the fair our SEU set up a booth, spoke with attendees about job opportunities at iHeart and collected resumes from attendees. SEU participants included our Promotions Director. | 1 | Promotion Director |
| 2 | 10/4/2022 | Participation in Job Fairs | On October 4, 2022, our SEU participated in the Fall 2022 Think Dutchess First Job Fair. At the fair our SEU set up a booth, spoke with attendees about job opportunities at iHeart and collected resumes from attendees. SEU participants included our Promotions Director. | 1 | Promotion Director |
| 3 | 10/13/2022 | Participation in events or programs sponsored by educational institutions | On October 13, 2022, our SEU's On-Air Host participated in a webinar event hosted by NY State Broadcasters Association College Outreach as a guest speaker. During the event, she spoke about her career path in the industry and different career opportunities in broadcasting. Students were able to ask questions at the end of the event. | 1 | On Air Host |
| 4 | 10/19/2022 | Participation in Job Fairs | On October 19, 2022, our SEU participated in the Fall 2022 Networking Fair for Jobs Job Fair at State University of New York at New Paltz. At the fair our SEU set up a booth, spoke with attendees about job opportunities at iHeart and collected resumes from attendees. SEU participants included our Promotions Director. | 1 | Promotion Director |
| 5 | 10/27/2022 | Participation in events or programs sponsored by educational institutions | On October 27, 2022, our SEU's Promotion Director participated in a webinar event hosted by NY State Broadcasters Association College Outreach as a guest speaker. During the event, she spoke about her career path in the industry and different career opportunities in broadcasting. Students were able to ask questions at the end of the event. | 1 | Promotion Director |

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| 6 | 10/27/2022 | Participation in events or programs sponsored by educational institutions | On October 27, 2022, our SEU's On-Air Host participated in a webinar event hosted by NY State Broadcasters Association College Outreach as a guest speaker. During the event, she spoke about her career path in the industry and different careet opportunities in broadcasting. Students were able to ask questions at the end of the event. | 1 | On Air Host |
| 7 | 1/19/2023 | Provision of training to management | In January 2023, our SEU's Market 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 | Market president |