

WAEB, WAEB-FM, WSAN, WZZO
EEO PUBLIC FILE REPORT
April 1, 2022 - March 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WAEB, WAEB-FM, WSAN, WZZO
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

WAEB, WAEB-FM, WSAN, WZZO
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/21/2022	Participation in events or programs sponsored by educational institutions	On April 21, 2022, our SEU participated a discussion with a Radio Class at DeSales University. Our Executive VP of Programing discussed careers in broadcasting, podcasting and the future of the industry. He also spoke about his career with iHeartMedia and the opportunities at IheartMedia.	1	VP of programming
2	8/30/2022	Participation in events or programs sponsored by educational institutions	Our SEU VP of programming participated in the DJ Bootcamp event to discuss topics such as music rotation, music charts, on-air careers and questions related to broadcasting.	1	VP of programming
3	10/21/2022	Participation in Job Fairs	On October 21, 2022, our SEU participated in the virtual 2022 Klein Career & Internship Fair at Temple University in Phila, PA. Our Executive Vice President of Programming discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	Executive VP of sales
4	2/23/2023	Provision of training to management	In February, 2023, our SEU's program director 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	Program director
5	3/24/2023	Participation in Job Fairs	On March 24, 2023, our SEU participated in the 2023 Spring Klein Career & Internship Fair at Temple University in Phila, PA. Our Executive Vice President of Programming discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	Executive Vice President of Sales