

**WCAO, WPOC, WQSR, WZFT**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2022 - May 31, 2023**

**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>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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

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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	9/22/2022	Participation in events or programs sponsored by educational institutions	A member of our SEU spoke to students at Towson University in Towson, MD. Students stopped by our table in the student union to learn about careers in broadcasting, and in particular iHeartmedia.	1	Account Executive
2	10/13/2022	Participation in events or programs sponsored by educational institutions	As part of our SEU's High School Team of the Week – a Baltimore area high school sports team is invited to visit the Z104.3 studio when they take part in interviews, talking about their school. They also introduce songs. Each group is between 4 and 12 students. Interviews are pre-recorded. This week was Calvert High School's soccer team. Students are given the opportunity to learn about careers in radio in general and specifically at iHeartmedia.	1	On air talent
3	11/11/2022	Participation in events or programs sponsored by educational institutions	As part of our SEU's High School Team of the Week – a Baltimore area high school sports team is invited to visit the Z104.3 studio when they take part in interviews, talking about their school. They also introduce songs. Each group is between 4 and 12 students at one time. Interviews are pre-recorded. This week was the Mercy HS Soccer/Field Hockey/Volleyball/Cross Country/Tennis teams. Students are given the opportunity to learn about careers in radio in general and specifically at iHeartmedia.	1	On air talent
4	1/12/2023	Participation in events or programs sponsored by educational institutions	Our SEU hosted 10 high school students from the Catholic High School of Baltimore in our Towson, MD office on January 12, 2023. The students were given a tour of the studio and facilities, and two of our SEU's on-air talent spoke with the students. The students also recorded song intros to run and were interviewed on the air. Students were given the opportunity to learn about careers in radio in general and specifically at iHeartmedia.	3	Promotions Director OnAir Talent OnAir Talent

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5	2/22/2023	Participation in events or programs sponsored by educational institutions	Our SEU participated in the inaugural Communications, Media, and Marketing Expo at Towson University in Towson MD on Wednesday, February 22 from 5:00-7:00 pm. We distributed materials about our company/organization, our business cards to the students as they visited our table. Approximately 150 students attended the event and stopped by our table to network and hear about opportunities with our organization.	2	Promotions Coordinator Account Executive
6	4/20/2023	Participation in events or programs sponsored by educational institutions	Our SEU hosted a group of ten students from Dulaney Valley High School in Timonium, MD. The students were part of the Women's Golf team as part of WZFT's High School Team of the Week. The students were given the opportunity to learn about careers in radio in general and specifically at iHeartmedia. In addition, they were interviewed and introduced some music on-air.	1	On air talent
7	5/5/2023	Provision of training to management	In May, 2023, our SEU's VP of Sales 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	VP of sales