

**WHKF, WHP, WLAN, WLAN-FM, WRBT, WRVV, WTKT**  
**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

<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	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	Executive VP of programming
2	10/20/2022	Participation in events or programs sponsored by educational institutions	On Oct 20, 2022, our SEU participated a Mock Interview Event at Elizabethtown Area High School. Our SVP of Sales worked with students in doing mock job interviews. He also spoke with them about his role at iHeartMedia and what it is like to work at iHeartMedia.	1	Executive VP of sales
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 programming
4	12/16/2022	Participation in events sponsored by organizations representing the community	On December 16, 2022, our SEU participated in a speaking engagement at Elizabeth Rotary Club. Our Program Director discussed the changes happening with careers in broadcasting, podcasting and the future of the industry. He also spoke about his career with iHeartMedia.	1	Executive Program Director – WHP-AM
5	3/2/2023	Provision of training to management	In February, 2023, our SEU’s VP of programming 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 programming

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	<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>
6	3/6/2023	Participation in events or programs sponsored by educational institutions	On March 6, 2023, our SEU hosted a student to Job Shadow our Assistant Program Director. The student was shown many duties handled by Damian including systems used for production, voice tracking and imaging for our stations.	1	assistant program director
7	3/17/2023	Participation in events or programs sponsored by educational institutions	On March 17, 2023, our SEU participated in a small group activity with 3 Elizabethtown College students. Our SVP of Sales met with the students so they could learn about our SVP of Sales position. He also spoke with them about his role at iHeartMedia and what it is like to work at iHeartMedia.	1	Executive SVP of Sales
8	3/22/2023	Participation in events or programs sponsored by educational institutions	On March 22, 2023, our SEU participated a career presentation at Capital Area School of the Arts Charter School. Our SVP of Sales spoke with them about his role at iHeartMedia and what it is like to work at iHeartMedia and the future of the industry.	1	SVP of sales
9	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 Programming