

WHCY, WNNJ, WSUS
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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	1	1

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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	Exigent Circumstances	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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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	2/17/2023	Participation in events or programs sponsored by educational institutions	On February 17, 2023 our SEU hosted a student from Sparta High School for a station tour. Our SEU Program Director spoke with attendee about the radio industry and the different jobs that are available within the industry.	1	Program Director
2	6/1/2023	Participation in events or programs sponsored by educational institutions	On June 1, 2023 our SEU hosted a student from Vernon High School for a station tour. Our SEU Program Director spoke with attendee about the radio industry and the different jobs that are available within the industry.	1	Program Director
3	7/12/2023	Participation in events or programs sponsored by educational institutions	On July 12, 2023 our SEU hosted a student from Kittatinny High School for a station tour. Our SEU Program Director spoke with attendee about the radio industry and the different jobs that are available within the industry.	1	Program Director
4	12/6/2023	Provision of training to management	In December 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	12/6/2023	Provision of training to management	In December 2023 our SEU's Program Director took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Program Director
6	12/18/2023	Participation in events or programs sponsored by educational institutions	On December 18, 2023 our SEU hosted a student from Sussex County Technical School for a station tour. Our SEU Program Director spoke with attendee about the radio industry and the different jobs that are available within the industry.	1	Program Director