

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,  
WZCR****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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive / Digital Sales	1-18, 20-22	9
Account Executive	1-16, 18-20, 22	11

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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>
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	Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 6032 Phone : 800-887-2346 Email : csbfarmington@gocsb.com Ron Zorn	Y	0
5	Dutchess Community College 53 Pendell Road Poughkeepsie, New York 12601 Email : act@sunydutchess.edu Fax : 1-845-431-8046 Career Services	Y	0
6	Employee Referral	N	3

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7	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
8	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	1
9	Indeed.com - Not directly contacted by SEU	N	3
10	John H Johnson School of Communications 525 Bryant Street NW Washington, District of Columbia 20059 Phone : 202-806-5806 Url : <a href="http://www.howard.edu/schoolcommunications">www.howard.edu/schoolcommunications`</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	Y	0
11	LinkedIn - Not directly contacted by SEU	N	9
12	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	2
13	Marist College North Road Cannilino Library Rm 332 Poughkeepsie, New York 12601 Email : <a href="mailto:career.services@marist.edu">career.services@marist.edu</a> Career Services	Y	0

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14	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	N	0
15	New York Market Radio 261 Madison Avenue 23rd Flr New York, New York 10016 Email : ddonovan@nysbroadcasters.org Career Services	N	0
16	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
17	Pace University 41 Park Row 14th Flr New York, New York 10038 Email : careers@pace.edu Career Services	N	0
18	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
19	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

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20	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
21	Unknown (source not adequately identified upon inquiry by SEU)	N	1
22	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</b>

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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	2/21/2023	Participation in Job Fairs	On February 21, 2023, our SEU participated in the THINK 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	4/26/2023	Participation in Job Fairs	On April 26, 2023 our SEU participated in the Red Hook School District 2023 Trade 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	5/9/2023	Participation in Job Fairs	On May 9, 2023 our SEU participated in the Spackenkill High School 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
4	5/13/2023	Participation in Job Fairs	On May 13, 2023, our SEU participated in the Spring 2023 Think Local First Business & Home Expo 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
5	5/21/2023	Establishment of an intern program designed to assist members of the community	From 05/21/2023 to 08/26/2023, our SEU hosted an intern from Siena College. The intern participated in and gained experience through various across multiple departments, including Programming, Sales, Digital and Promotions. The intern was supervised by our Market President and our Promotions & Marketing Director.	1	Market President

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6	5/21/2023	Establishment of an intern program designed to assist members of the community	From 05/21/2023 to 08/26/2023, our SEU hosted an intern from SUNY New Paltz. The intern participated in and gained experience through various across multiple departments, including Programming, Sales, Digital and Promotions. The intern was supervised by our Market President and our Promotions & Marketing Director.	1	Market President
7	5/21/2023	Establishment of an intern program designed to assist members of the community	From 05/21/2023 to 08/26/2023, our SEU hosted an intern from Marist College. The intern participated in and gained experience through various across multiple departments, including Programming, Sales, Digital and Promotions. The intern was supervised by our Market President and our Promotions & Marketing Director.	1	Market President
8	10/25/2023	Participation in Job Fairs	On October 25, 2023, our SEU participated in the 2023 Skilled Trades and Jobs 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
9	11/1/2023	Participation in Job Fairs	On November 1, 2023, our SEU participated in the Work Local 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
10	12/7/2023	Provision of training to management	In December 2023 our SEU's Area SVP Programming 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	Area SVP Programming

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11	12/7/2023	Provision of training to management	In December 2023 our SEU's Area SVP 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	Area SVP Programming