

**WDOV, WDSB, WILM, WRDX, WWTX**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 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>
Sales Account Executive, Wilmington	1-3, 5-9, 11-15, 17-19, 21-22	5
VP of Sales	1-8, 11-13, 15, 17-22	13
Outside Media Sales Consultant	1-19, 21-22	13

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<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	American Women in Radio and TV Inc. 8405 Greensboro Drive Suite 800 McLean, Virginia 222102 Phone : 703-506-3290 Url : www.awrt.org Email : Emilia@beholderproductions.com Fax : 1-703-506-3266 Emilia Andrews	N	0
2	AMFM Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.amfmjobs.com Email : info@amfmjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
3	Country Aircheck 1102 17th Ave South Suite 205 Nashville, Tennessee 37212 Url : www.countryaircheck.com Email : news@countryaircheck.com Kelley Hampton	N	0
4	Delaware State University 1200 N Dupont Hwy Dover, Delaware 19901 Phone : 302-857-6124 Url : www.desu.edu Robin Roberts Manual Posting	N	0
5	Employee Referral	N	4
6	Goldey Beacom College 4701 Limestone Road Career Svcs Wilmington, Delaware 19808 Phone : 302-225-6256 Url : https://www.gbc.edu/ Lauren Havens Manual Posting	N	0

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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	2
9	iHM Human Capital Acquisition	N	4
10	Indeed.com - Not directly contacted by SEU	N	1
11	InsideRadio.com PO Box 567925 Atlanta, Georgia 31156 Phone : 800-640-8852 Url : <a href="http://www.insideradio.com/">http://www.insideradio.com/</a> Email : <a href="mailto:genemckay@InsideRadio.com">genemckay@InsideRadio.com</a> Fax : 1-404-965-4131 Gene McKay	N	0
12	LinkedIn - Not directly contacted by SEU	N	4
13	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/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	5
14	Middletown Chamber of Commerce 402 North Cass Street PO Box 1 Middletown , Delaware 19709 Phone : 302-378-7545 Url : <a href="http://www.maccde.com/">http://www.maccde.com/</a> Email : <a href="mailto:rferguson@maccde.com">rferguson@maccde.com</a> Fax : 1-302-378-6260 R Ferguson	N	0

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<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>
15	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California 91105 Phone : (626) 792-6462 Url : <a href="http://www.nhmc.org/">http://www.nhmc.org/</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Fax : 1-626-792-6051 Alex Nogales	N	0
16	On-Air Announcement (One or More SEU Stations)	N	1
17	Salem Community College 460 Hollywood Avenue Carney's Point, New Jersey 08069 Phone : 856-351-2772 Url : <a href="http://www.salemcc.edu/">http://www.salemcc.edu/</a> Email : <a href="mailto:careercenter@salemcc.edu">careercenter@salemcc.edu</a> Fax : 1-856-351-2763 Charles Foster	N	0
18	Talkers Magazine 785 Williams Street #429 Longmeadow, Maine 01106 Url : <a href="http://www.talkers.com">www.talkers.com</a> Fax : 1-413-565-5419 Barbara Kurland	N	0
19	Temple University 220 Mitten Hall 1913 N Broad St Philadelphia, Pennsylvania 19122 Phone : 215-204-7981 Url : <a href="https://www.temple.edu/">https://www.temple.edu/</a> Jim McLaughlin Manual Posting	N	0
20	Unknown (source not adequately identified upon inquiry by SEU)	N	1
21	Wilmington University 31 Reads Way New Castle, Delaware 19720 Phone : 302-295-1162 Url : <a href="http://www.wilmu.edu">www.wilmu.edu</a> Donna Hardy Manual Posting	N	0

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22	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 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>22</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	10/23/2023	Participation in Job Fairs	On October 20, 2023, our SEU participated in the virtual 2023 Klein Career & Internship Fair at Temple University in Phila, PA. Our VP Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	VP of Sales
2	2/23/2024	Participation in Job Fairs	On February 23, 2024, our SEU participated in the 2023 Klein Career & Internship Fair at Temple University in Phila, PA. Our Area President discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	Area President
3	3/3/2024	Provision of training to management	In March 2024, 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
4	3/3/2024	Provision of training to management	In March, 2024, our SEU's VP of Sales 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	VP of Sales