

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Senior Vice President, Sales	1-19, 21-22	8
Account Executive	1-11, 13-22	13

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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	AM/FM Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 761-754-8177 Email : jobs@amfmjobs.com Mark Holloway	N	0
2	Broadcasting and Cable 5700 Wilshire Blvd. Ste. 120 Los Angeles, California 90036 Phone : 323-965-2089 Email : katie.rosa@reedbusiness.com Katie Rosa	N	0
3	Capital Region Career Link 349 Wiconisco St. Harrisburg, Pennsylvania 17110 Phone : 717-920-2852 Email : lrank@wibpa.org Fax : 1-717-772-0640 Lori Rank	N	0
4	Central Pennsylvania College College Hall & Valley Rds. Summerdale, Pennsylvania 17093 Phone : 717-728-2262 Email : stevehassinger@centralpenn.edu Steve Hassinger	N	0
5	Connecticut School of Broadcasting One Mall Dr. Suite 203 Cherry Hill, New Jersey Phone : 856-755-1200 Email : CSBCherryHill@gocsb.com Hope Willis	N	0
6	Dickinson College - Career Center Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Tammy Heberlig Manual Posting	N	0

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7	Elizabethtown College One Alpha Dr. Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Career Services Manual Posting	N	0
8	Employee Referral	N	3
9	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
10	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
11	Lebanon Valley College 101 North College Ave. Annville, Pennsylvania 17003 Phone : 717-867-6237 Sharon Givler Manual Posting	N	0
12	LinkedIn 1000 W Maude Ave Sunnyvale, California 94085 Career Services Manual Posting	N	0
13	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	2

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14	Lycoming College 700 College Place Campus Box 154 Williamsport, Pennsylvania 17701 Phone : 570-321-4034 Email : cdc@lycoming.edu Peggy Kimble	N	0
15	Messiah College P.O. Box 4511 One College Ave. Grantham, Pennsylvania 17027 Phone : 717-691-6016 Dwayne Keiffer Manual Posting	N	0
16	Millersville University P.O. Box 1002 Millersville, Pennsylvania 17551 Phone : 717-872-3312 Margo Sassaman Manual Posting	N	0
17	Penn State Univ. Harrisburg Campus (Career Serv.) W117 Olmsted - 777 W. Harrisburg Pike Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : cmg11@psu.edu Colleen Guy	N	0
18	Penn State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : CMS324@psu.edu Collette Sacolick	N	0
19	Sheffield Institute of Recording Arts 13816 Sunnybrook Rd. Phoenix, Maryland 21131 Phone : 410-628-7260 Fax : 1-410-628-1977 Career Services	N	0
20	Unknown (source not adequately identified upon inquiry by SEU)	N	1

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21	Wilson College 1015 Philadelphia Ave. Chambersburg, Pennsylvania 17201 Phone : 717-260-2006 X 3314 Heather Drumm Manual Posting	N	0
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	5/23/2023	Participation in events or programs sponsored by educational institutions	On May 23, 2023, our SEU participated a radio talent event at Bloomsburg University. The event focused on different careers in broadcasting. Our production director did a presentation on voice over and radio production. He also answered questions on her career with iHeartMedia and the opportunities at iHeartMedia.	1	Production Director
2	6/26/2023	Participation in events or programs sponsored by educational institutions	On June 26, 2023, our SEU hosted a student from Indiana University to Job Shadow our Production Director. He was shown many duties handled by our Production Director including systems used for production, voice tracking and music logs. He also learned about how the national production hub operates.	1	Production Director
3	10/20/2023	Participation in events or programs sponsored by educational institutions	On October 20, 2023, our SEU participated in the virtual 2023 Klein Career & Internship Fair at Temple University in Phila, PA. Our Pennsylvania Area President discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	Area President
4	11/14/2023	Participation in events or programs sponsored by educational institutions	On November 13, 2023, our SEU Area President hosted a student to Job Shadow our PA Area President. The student was given a tour of the building including studios and promotions. He sat in with Glenn Hamilton Morning Show host. He also participated in the sales meeting along with a few sales call. He experienced many jobs in the field of broadcasting and sales at iHeartMedia Harrisburg.	1	Area President
5	3/6/2024	Provision of training to management	In March 2024, our SEU's Market 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	Market VP of Sales

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6	3/20/2024	Participation in events or programs sponsored by educational institutions	On March 20, 2024, our SEU participated in a career expo at Middletown Area High School, Middletown, PA. Our VP of Programming discussed his career in radio with interested attendees and employment opportunities at iHeartMedia.	1	VP of Programming