

WRAW, WRFY-FM
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
Outside Account Executive	1-16	10

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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	Albright College PO Box 15234 Reading, Pennsylvania 19612 Phone : 610-921-7630 Email : elcdc@albright.edu Fax : 1-610-921-7635 Sandy Behm	N	0
2	Berks County Career Link 1920 Kutztown Road Reading, Pennsylvania 19604 Phone : 610-988-1329 Url : www.jobgateway.pa.gov Email : info@greaterreading.org Michael Reisman	Y	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	Y	0
4	Central Penn College Campus on College Hill Summerdale, Pennsylvania 17093 Phone : 717-728-2262 Email : stevehassinger@centralpenn.edu Steve Hassinger	Y	0
5	Connecticut School of Broadcasting 1 Cherry Hill #203 Cherry Hill, New Jersey 8002 Phone : 856-755-1200 Email : CSBCherryHill@gocsb.com Hope Willis	Y	0
6	Dickinson College Career Center Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Url : https://www.myinterfase.com/dickinsoncollege/home.aspx Email : career@dickinson.edu Tammy Heberlig	N	0

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7	Elizabethtown College Career Services One Alpha Dr Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Email : careerservices@etown.edu Recruiting Coordinator	N	0
8	Harrisburg Area Community College One HACC Dr Harrisburg, Pennsylvania 17110 Phone : 717-780-2522 Url : https://www.collegecentral.com/hacc/Employer.cfm Email : careerservices@hacc.edu Career Services	N	0
9	Indeed.com - Not directly contacted by SEU	N	2
10	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	1
11	Messiah College Career Center Box 4511 One College Ave Grantham, Pennsylvania 17027 Phone : 717-691-6016 Email : dkeiffer@messiah.edu Dwayne Keiffer	N	0
12	NAB Broadcast Resource Program 1771 N Street, NW Washington, District of Columbia 20036 Phone : 202-429-5424 Email : nab@nab.org Michael McKinley	N	0
13	Penn State Harrisburg Campus 777 West Harrisburg Pike Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : cmg11@psu.edu Collen Guy	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Temple University 1913 N Broad St 2nd floor Philadelphia, Pennsylvania 19122 Phone : 215-204-4477 Url : http://www.temple.edu/provost/careercenter/docs/employers/Full-Time-Policy.pdf Email : Kathy.Francis@temple.edu Fax : 1-215-204-4462 Kathy Francis	Y	0
15	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
16	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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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 an 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. She also answered questions on her career with iHeartMedia and the opportunities at iHeartMedia.	1	Production Director
2	5/23/2023	Participation in events or programs sponsored by educational institutions	On June 5, 2023, our SEU hosted a student to Job Shadow our Production Director. The student was shown many duties including systems used for production, voice tracking and imaging for our stations.	1	Assistant Production Director
3	10/18/2023	Participation in events or programs sponsored by educational institutions	On October 18, 2023, our SEU participated a discussion with students at Fleetwood Middle School. Our Morning Show Host discussed careers in broadcasting, podcasting and the future of the industry. She also spoke about his career with iHeartMedia and the opportunities at iHeartMedia and how being a notable name in the community affects others.	1	On-Air Talent
4	10/20/2023	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 Senior Vice President of Programming discussed careers in radio and employment opportunities at iHeartMedia with interested attendees..	1	VP of Programming
5	1/3/2024	Participation in events or programs sponsored by educational institutions	On January 3, 2024, our SEU hosted a station tour for Prospectus Berco. The tour consisted of showing the duties done daily by our production director for recording and editing commercial spots. They were also shown what goes into pre-recording an on-air show. Radio and broadcasting careers were discussed with the organization.	1	Production Director

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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 Morning Show Host discussed his career in radio with interested attendees and employment opportunities at iHeartMedia.	1	On-Air Personality