

WBLJ-FM, WBYL, WKSJ, WRAK, WRKK, WVRT, WVRZ**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
Account Executive	1-10	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Career Link 329 PINE ST. WILLIAMSPORT, Pennsylvania 17701 Phone : 570-601-5942 Url : WWW.JOBGATEWAY.PA.GOV Email : ra-cwds-batch-inter@state.pa.us Career Services	N	0
2	Chamber of Commerce 100 W. 3RD ST. WILLIAMSPORT, Pennsylvania 17701 Phone : 5703202013 Email : jfink@williamsport.org JASON FINK	N	0
3	Employee Referral	N	2
4	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
5	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
6	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Pennsylvania Broadcasters Association 8501 Paxton St. Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Email : gponti@pab.org Fax : 1-717-482-1111 Richard Wyckoff	N	0
8	Pennsylvania State University 208 Carnegie Buidling University Park University Park, Pennsylvania Phone : 814-863-6081 Fax : 1-814-863-8044 Joseph Selden	N	0
9	Unknown (source not adequately identified upon inquiry by SEU)	N	1
10	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:			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	5/22/2023	Participation in events or programs sponsored by educational institutions	On May 22, 2023, our SEU participated a radio talent event at Bloomsburg University. The event focused on different careers in broadcasting. Our Vice President of Programming did a presentation on What You Need to Know to Be a Program Director. He also answered questions on her career with iHearMedia and the opportunities at iHeartMedia.	1	VP of Programming
2	5/22/2023	Participation in events or programs sponsored by educational institutions	On May 22, 2023, our SEU participated a radio talent event at Bloomsburg University. The event focused on different careers in broadcasting. Our program director did a presentation on What You Need to Know to Be a Program Director. He also answered questions on her career with iHeartMedia and the opportunities at iHeartMedia.	1	VP of Programming
3	2/20/2024	Participation in events or programs sponsored by educational institutions	On February 20, 2024, our SEU participated in a Professional Networking Social held at Shippensburg Univ in Shippensburg, PA. Our VP of sales spoke with current and graduate students as well as alumni about careers in radio and also about employment opportunities at iHeartMedia	1	VP of Sales
4	2/28/2024	Participation in Job Fairs	On February 28, 2024, our SEU participated in the West Chester University Job Fair in West Chester, PA. Our Vice President of Sales discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	VP of Sales