

**WDAS, WDAS-FM, WIOQ, WISX, WRFF, WUSL**  
**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	1-9, 11-14, 19-24, 26, 28-32, 34-43, 45-47	23
Program Director	10	10
Promotions Director	12	12
Program Director	17	17
Account Executive	9, 11-13, 24	24
Account Executive	9, 11-13, 24	9
Account Executive	9, 11-13, 24	13
Account Executive	1-8, 11-16, 18-22, 24-27, 29-32, 34-39, 41-42, 44-45, 47	24
Account Executive - Bilingual	1-8, 11-12, 19-22, 24-26, 28-39, 41-43, 45, 47	24

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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	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : allaccess.com Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
2	Allied Personnel Services 91 Larry Holmes Drive, Suite 110 Easton, Pennsylvania 18042 Phone : 610-253-9779 Email : info@alliedps.com Fax : 1-610-253-6183 Dan Corpora	N	0
3	Cabrini University 610 King of Prussia Rd. Radnor, Pennsylvania 19087 Phone : (610) 902-8305 Url : www.cabrini.edu Email : nch722@cabrini.edu Nancy Hutchison	Y	0
4	Camden County College P.O. Box 200 College Drive Blackwood, Pennsylvania 8012 Phone : (856) 227-7200 ext.4854 Email : jpranzatelli@camdencc.edu Joe Pranzatelli	Y	0
5	Chestnut Hill College 9601 Germantown Ave Philadelphia, Pennsylvania 19118 Phone : 215 248 7109 Email : BoyleA@chc.edu Andrea Boyle	Y	0
6	Community College of Philadelphia 1700 Spring Garden Street C1-34 Philadelphia, Pennsylvania 19130 Phone : (215) 496-6176 Url : www.ccp.edu Email : jharris@ccp.edu Jan Harris	Y	0

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7	Connecticut School of Broadcasting 535 Route 38 East Ste.230 Cherry Hill, New Jersey 08002 Phone : (856) 330-4701 Url : www.GoCSB.com Email : csbcherryhill@gocsb.com Brian Fish	Y	0
8	Drexel University 3201 Arch Street Ste.250 Philadelphia, Pennsylvania 19104 Phone : 215-895-1594 Url : www.drexel.edu Email : jd3776@drexel.edu Helena Reid	Y	0
9	Employee Referral	N	3
10	Exigent Circumstances	N	1
11	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
12	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	5
13	iHM Human Capital Acquisition	N	5
14	Indeed.com - Not directly contacted by SEU	N	5
15	Industry Plug 2310 Central Avneue Baldwin, New York 11510 Email : info@industryplug.com Erica Valcourt	N	0
16	Internal Candidate	N	1
17	Internal Transfer/Promotion	N	1

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18	Job/Career Fair - See Section III	N	1
19	King's College 133 North River St. Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Theresa Kinney Manual Posting	N	0
20	Lafayette College Career Services Easton, Pennsylvania 18040 Phone : 610-330-5115 Url : www.lafayette.edu Rachel Moeller Manual Posting	N	0
21	Lehigh University Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-4180 Kathy Throne Manual Posting	N	0
22	Lincoln University 1570 Baltimore Pike P.O. Box 179 Lincoln University, Pennsylvania 19352 Phone : 484-365-7102 Url : www.lincoln.edu Sandra Upsher-Nixon Manual Posting	N	0
23	LinkedIn - Not directly contacted by SEU	N	12
24	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	12

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25	Montgomery County Community Action Development Commission 113 E. Main Street Norristown, Pennsylvania 19401 Phone : (610) 277-6363 Url : www.cadom.org Email : rbeaton@cadcom.org Fax : 1-610-277-7399 J. Berry	Y	0
26	NAACP 4458-B Germantown Ave Philadelphia, Pennsylvania 19140 Phone : 215-455-1011 Email : NAACPphilly@gmail.com Rodney Muhammad	Y	0
27	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.org Fax : 1-202-429-5343 Career Services	N	0
28	Northampton Community College 3835 Green Pond Rd. Bethlehem, Pennsylvania 18015 Phone : 610-861-5344 Lynn Fischer Manual Posting	N	0
29	PA CareerLink Philadelphia Northwest 5847 Germantown Avenue Philadelphia, Pennsylvania 19144 Phone : 215-987-6503 Email : cjameson@impactservices.org C Jameson	N	0
30	PA CareerLink Schuylkill County at Pottsville 203 arch Street Pottsville, Pennsylvania 17901 Phone : 570-622-5253 Email : sharona@careerlinkpottsville.org Sharon Angelo	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
31	PA CareerLink Suburban Station 1617 JFK Boulevard Suite 200 Philadelphia, Pennsylvania 19103 Phone : 215-557-2592 Email : nicki.woods@jevs.org Nicki Woods	N	0
32	PA CareerLink Tioga County 56 Plaza Lane Wellsboro, Pennsylvania 16901 Email : fleming@northerntier.org Melissa Fleming	N	0
33	PA. Association of Broadcasters 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : (717) 482-4820 Url : www.pab.org Fax : 1-717-482-1111 Career Services	N	0
34	Parkside Association of Philadelphia 5218 Master Street Philadelphia, Pennsylvania 19131 Phone : (215) 877-1305 Url : www.parksideassociation.org Email : sboulware@parksideassociation.org Fax : 1-215-871-7799 Shakiya Boulware	N	0
35	Penn State Career Services 413 Bouke Bldg. University Park University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : askcs@psu.edu Fax : 1-814-863-0226 Career Services	N	0
36	Pennsylvania Institute of Technology 800 Manchester Ave. Media, Pennsylvania 19063 Url : www.pit.edu Email : info@pit.edu n/a n/a	Y	0

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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
37	Pennsylvania State University 208 Carnegie Buidling University Park University Park, Pennsylvania Phone : 814-863-6081 Fax : 1-814-863-8044 Joseph Selden	N	0
38	Philadelphia Association of Black Journalists PO Box 8232 Philadelphia, Pennsylvania 19101 Phone : 2158544224 Email : pabj.info@gmail.com Johann Calhoun	Y	0
39	Philadelphia Unemployment Project 1201 Chestnut Street Ste.702 Philadelphia, Pennsylvania 19107 Phone : (215) 557-0822 Url : www.philaup.org Email : Anitapalmtree@hotmail.com Fax : 1-215-557-6981 Anita Cooper	N	0
40	Philadelphia Works 1617 JFK Blvd. Philadelphia, Pennsylvania 19103 Phone : (215) 963-2118 Url : www.philaworks.org Email : skrasnisky@philsworks.org Fax : 1-215-567-7171 Susan Krasnisky-HR Director	Y	0
41	Project H.O.M.E. 1515 Fairmount Avenue Philadelphia, Pennsylvania 19130 Phone : (215) 232-7272 Url : www.projecthome.org/jobs Fax : 1-215-232-7277 Bonnie Hahn	N	0
42	SEPCHE-Colleges 450 S. Easton Road Glenside, Pennsylvania 19038 Phone : (610) 558-5537 Url : www.sepche.org Email : mccaffrn@neumann.edu M. McCaffrey	Y	0

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43	Temple University 1913 N. Broad Street Mitten Hall 2nd Fl. Philadelphia, Pennsylvania 19123 Url : www.temple.edu Career Services Manual Posting  Prong 2 Ended Date: 11/21/2023 Prong 2 Ended Date: 11/20/2023	N	0
44	Temple University Dept. of Broadcasting, Telecom & Mass Media Annenberg Hall Room 6 Philadelphia, Pennsylvania 19122 Phone : 215-204-5401 Url : www.temple.edu Email : mary.rantin@temple.edu Fax : 1-215-204-5402 Mary Rantin	N	0
45	Unknown (source not adequately identified upon inquiry by SEU)	N	5
46	Urban League of Philadelphia 121 S. Broad Street Philadelphia, Pennsylvania 19107 Phone : (215) 985-3220 Url : www.urbanleaguephila.org Email : hpham@urbanleaguephila.org Fax : 1-215-985-3227 Hoa Pham	Y	0
47	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>51</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	8/3/2023	Participation in events or programs sponsored by educational institutions	On August 3, 2023, our SEU, hosted a seminar with a group of 20 high school students sponsored by FamFrequency Productions, a program designed to expose youth to careers in media and entertainment. Our Director of News & Public Affairs was joined by two of our on-air personalities. They discussed their broadcasting career path, provided ideas on how students can enter the field of broadcasting, discussed the multiple career possibilities within iHeartMedia and provided the students with a behind the scenes tour of the studios.	1	Director of News & Public Affairs
2	9/28/2023	Participation in events or programs sponsored by educational institutions	On September 28, 2023, our SEU held a virtual mentor meeting with a Temple University Junior Media and Communications major who she met at the Spring Temple Klein College Intern & Career Fair. Our Director of News & Public Affairs spoke with the student about career opportunities in broadcasting and the skills needed to succeed in the industry. She assessed the student's resume and current activities related to her interest in the field of radio and made additional suggestions on ways to network and create a personal brand. They discussed ways to search and apply for jobs with iHeartMedia along with the various levels of broadcasting opportunities within iHM.	1	Director of News & Public Affairs
3	10/20/2023	Participation in Job Fairs	On October 20, 2023, our SEU participated in the Klein College of Media and Communications Career & Internship Fair at Temple University in Phila, PA. Our Director of News & Public Affairs discussed careers in radio with participant's and discussed current employment opportunities at iHeartMedia Philadelphia and Nationwide.	1	Director of News & Public Affairs

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4	11/8/2023	Participation in events or programs sponsored by educational institutions	On November 8, 2023, our Director of News & Public Affairs served as a speaker to 30 students from Professor Steve Butler's Media & Communications class at Temple Univ in Phila, PA. She provided information on career pathways in the media & broadcasting industry and the best ways to apply for positions at iHeartMedia. She also invited the students to send resumes and schedule individual one on one mentoring sessions.	1	Director of News & Public Affairs
5	11/16/2023	Participation in events or programs sponsored by educational institutions	On November 16, 2023, our Director of News & Public Affairs served as a speaker to 50 students from Professor Paul Gluck's Media & Communications class at Temple University in Phila, PA. She provided information on career pathways in the media & broadcasting industry and the best ways to apply for positions at iHeartMedia. She also invited the students to send resumes and schedule individual one on one mentoring sessions.	1	Director of News & Public Affairs
6	2/6/2024	Participation in events or programs sponsored by educational institutions	On February 6, 2024, our Director of News & Public Affairs served as a speaker to 30 students from Professor Paul Gluck's Media & Communications class at Temple University in Phila, PA. She provided information on career pathways in the media & broadcasting industry and the best ways to apply for positions at iHeartMedia. She also invited the students to send resumes and schedule individual one on one mentoring sessions.	1	Director of News & Public Affairs
7	2/23/2024	Participation in Job Fairs	On February 23, 2024, our SEU participated in the 2024 Klein Career & Internship Fair at Temple University in Phila, PA. Our Director of News & Public Affairs discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia Philadelphia and nationwide.	1	Director of News & Public Affairs