

WFNN-AM, WJET-AM, WLTM-FM, WRKT-FM, WRTS-FM, WTWF-FM, WXBB-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
Sales Account Executive - ERIE, PA	1-8, 10	2
Outside Sales Executive	1-10	9

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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	Allegheny College 520 N Main Street Meadville, Pennsylvania 16335 Phone : 814-332-2381 Jim Fitch Manual Posting	N	0
2	Employee Referral	N	2
3	Gannon University 109 University Square Erie, Pennsylvania 16541 Phone : 814-871-7680 Erin Hart Manual Posting	N	0
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	1
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	2

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Mercyhurst College 501 East 38th St. Erie, Pennsylvania 16546 Phone : 814-824-2424 Frank Rizzone Manual Posting	N	0
8	Penn State Behrend College 4701 College Dr. Reed Union Building, Room 125 (2nd floor) Erie, Pennsylvania 16563 Phone : 814-898-6164 Email : recruitbehrend@psu.edu Fax : 1-814-898-6455 Mary Beth McCarthy	N	0
9	Unknown (source not adequately identified upon inquiry by SEU)	N	4
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:			9

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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	7/12/2023	Participation in events or programs sponsored by educational institutions	On July 12, 2023, our SEU hosted students from the Talent Search Program in Erie High School in Erie, PA for a career day/station tour. Our On-Air Talent guided members through our station facilities for a “behind-the-scenes” look at broadcast operations, discussed their careers along with the various job opportunities within iHeartMedia then held a Q&A session about the broadcasting field.	2	On-Air Personality On Air Personality
2	9/20/2023	Participation in events or programs sponsored by educational institutions	On Sept 20, 2023, our SEU spoke to Communication class students from the Penn State University Behrend led by Prof. Thomas Deau. During the presentation, our On-Air Personality outlined his broadcast career path and working in the field of radio to assist the students as they pursue broadcasting careers. He also spoke about current positions in the sales and digital fields at iHeart Media and ways to access job opportunities company wide.	1	On-Air Personality
3	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 VP Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	VP of Sales
4	3/6/2024	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

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5	3/6/2024	Provision of training to management	In March 2024, our 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