

WAEB, WAEB-FM, WSAN, WZZO
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, Allentown	1-17	11

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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	Cedar Crest College 100 College Dr. Allentown, Pennsylvania 18104 Phone : 800-360-1222 Career Services Manual Posting	N	0
2	Connecticut School of Broadcasting 535 Route 38 East Ste. 230 Cherry Hill, New Jersey 08002 Phone : 856-330-4701 Email : csbcherryhill@gocsb.com Brian Fish	N	0
3	DeSales University 2755 Station Ave. Center Valley, Pennsylvania 18034 Phone : 610-282-1100 Email : hr@desales.edu Career Services	N	0
4	East Stroudsburg University 200 Prospect St. East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3211 Email : humanresources@esu.edu Career Services	N	0
5	Employee Referral	N	2
6	Google Jobs - Not directly contacted by SEU	N	2
7	Hispanic American Organization 462 Walnut St. Allentown, Pennsylvania 18102 Phone : 610-435-5334 Url : www.hao-lv.org Fax : 1-610-435-2131 Career Services	N	0
8	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	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
10	iHM Human Capital Acquisition	N	1
11	Indeed.com - Not directly contacted by SEU	N	4
12	Kutztown University P.O. Box 730 Kutztown, Pennsylvania 19530 Phone : 610-683-4000 Email : humanresources@kutztown.edu Career Services	N	0
13	Lehigh County Community College 718 Hamilton Mall Allentown, Pennsylvania 18101 Email : hroffice@lccc.edu Career Services	N	0
14	Lehigh University 27 Memorial Dr. West Bethlehem, Pennsylvania 18015 Phone : 610-758-3000 Email : inhro@lehigh.edu Career Services	N	0
15	LinkedIn - Not directly contacted by SEU	N	2
16	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	0

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17	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:			12

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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	4/7/2023	Participation in events sponsored by organizations representing the community	On April 7, 2023, our SEU hosted a station tour for Big Brothers Big Sisters of Lehigh. The tour consisted of talking to participants about careers in radio and broadcasting including being on-air. They also toured the studios to watch how they produce their on-air show.	1	Promotions Director
2	5/26/2023	Participation in events or programs sponsored by educational institutions	On May 26, 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 Music Scheduling and an Aircheck Session Class. He also answered questions on her career with iHearMedia and the opportunities at iHeartMedia.	1	Program Director
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 Executive Vice President of Sales discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	VP of Sales
4	2/23/2024	Participation in Job Fairs	On February 23, 2024, our SEU VP of Sales participated in the 2024 Klein Career & Internship Fair at Temple University in Phila, PA. She discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	VP of Sales
5	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
6	3/29/2024	Participation in events sponsored by organizations representing the community	On March 29, 2024, our SEU hosted a station tour for Big Brothers Big Sisters of Lehigh. The tour will consist of talking to youth about careers in radio, including on-air. They toured the studios to watch how an on-air show is produced.	1	Promotions Director