

**WCIB, WCOD-FM, WEII, WXTK**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2023 - November 30, 2024**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-10	8

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

<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	Bridgewater State University 131 Summer St Bridgewater, Massachusetts 02324 Career Services Manual Posting	N	0
2	Cape Cod Chamber of Commerce 5 Patti Page Way Centerville, Massachusetts 02632 Email : info@capecodchamber.org Career Services	N	0
3	Cape Cod Community College 2240 Iyannough Rd West Barnstable, Massachusetts 02668 Career Services Manual Posting	N	0
4	Cape Cod Times 319 Main Street Hyannis, Massachusetts 2601 Phone : 508-862-1175 Url : http://www.capecodonline.com Email : classified@capecodonline.com Joanne Coyle	N	0
5	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
6	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
7	Indeed.com - Not directly contacted by SEU	N	1

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8	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career%20Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	3
9	Massachusetts Broadcasters Association 43 Riverside Ave. Medford, Massachusetts 02155 Phone : 800-471-1875 Email : <a href="mailto:info@massbroadcasters.org">info@massbroadcasters.org</a> Jordan Walton	N	0
10	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</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	4/12/2024	Participation in scholarship programs	Our SEU participated in the Massachusetts Broadcasters Association Scholarship program for 2024. Our SEU made a donation, and our Senior Vice President of Programming reviewed over 35 applications. In addition, we ran schedules to promote the application window.	1	SVP of Programming
2	9/5/2024	Participation in events or programs sponsored by educational institutions	On September 5, 2024, our SEU participated in the New England Institute of Technology Career Fair. Our Market President and SVP of Sales discussed potential and current positions available in the SEU and spoke about their career and other opportunities within the industry. They also explained how to access the iHeart Jobs Site, how to navigate the site to find specific jobs and opportunities by various stations in our 160 markets, and also accepted resumes and discussed paid internship opportunities.	1	Market President SVP of Sales
3	9/24/2024	Participation in events or programs sponsored by educational institutions	On September 24, 2024, our SEU's Market President participated in the Brown University Career Fair. She discussed potential and current positions available in the Cape Cod and displayed and discussed her career and other opportunities within the industry. She explained how to access the iHeart Jobs Site and how to navigate the site to find specific jobs and opportunities by various stations in our 160 markets. She also accepted resumes and discussed paid internship opportunities.	1	Market President