

WBWL, WBZ, WJMN, WRKO, WXKS, WXKS-FM, WZLX, WZRM
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive	1-14, 16-22, 24-43, 45-48	12
F/T News Editor/News Writer	1-11, 13-14, 16-20, 22-40, 42-43, 45-48	23
Outside Account Executive - Bi-Lingual (Spanish)	1-2, 4-11, 13-14, 16-21, 24-31, 33-40, 42-45, 47-48	21
On Air Talent	15	15
On-Air Talent	15	15
Job Title: Exec Producer/On Air Talent	15	15
Senior Account Executive	2, 4-14, 16-20, 22, 24-31, 33-40, 42-45, 48	12
Vice President of Sales - Bilingual	2, 4-14, 16-20, 24-31, 34-40, 42-45, 48	12
Outside Account Executive	2, 4-11, 13-14, 16-20, 24-31, 33-39, 42- 46, 48	46

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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	All Access 28955 Pacific Coast Highway Suite 210 Malibu, California Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccessenterprises.com Career Services	N	0
2	AWRT/Boston New England Chapter 55 Morrissey Boulevard Boston, Massachusetts 02125 Email : awrtboston@gmail.com Melissa Gaudette	N	0
3	Boston Career Link 1010 Harrison Avenue Boston, Massachusetts 02119 Phone : 617-536-1888 Email : info@careercenter.com Fax : 1-617-427-8657 Career Services	N	0
4	Cambridge College 1000 Mass Ave. Cambridge, Massachusetts 02138 Phone : 617-873-0470 Email : Irina.galatskaya@cambridgecollege.edu Leslie Conder	Y	0
5	Cambridge NAACP P.O. Box 831 Cambridge, Massachusetts 02139 Email : development@naacpldf.org Kathy Reddick	N	0
6	Colby Sawyer College 541 Main Street New London, New Hampshire 03281 Phone : 603-526-3766 Email : Jennifer.tockman@colby-sawyer.edu Career Services	Y	0
7	College of the Holy Cross One College Street Worcester, Massachusetts 01610 Career Services Manual Posting	N	0

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8	Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Url : https://journalism.columbia.edu/careers Email : cujcareers@columbia.edu Melissa McLaney Prong 2 Ended Date: 2/27/2024	N	0
9	Curry College 1071 Blue Hill Avenue Milton, Massachusetts 02186 Phone : 617-333-2195 Kristin Menconi Manual Posting	N	0
10	Emerson College 216 Tremont Street, Boston, MA 02116, Boston, Massachusetts 02116 Url : https://careerbuzz.emerson.edu Email : careers@emerson.edu Career Services	Y	0
11	Emmanuel College 400 The Fenway Boston, Massachusetts 02115 Phone : 617-732-1691 Email : careercenter@emmanuel.edu Chelsea Dunham	Y	0
12	Employee Referral	N	3
13	Employment and Training Resources 201 Boston Post Road West Suite 200 Marlboro, Massachusetts 01752 Phone : 508-786-0928 Email : DCSFeedback@MassMail.State.MA.US Fax : 1-508-766-5790 Career Services Prong 2 Ended Date: 2/27/2024	N	0

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14	Endicott College Career Center 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-232-7762 Email : careers@endicott.edu Dale McLennan	Y	0
15	Exigent Circumstances	N	3
16	Franklin Pierce University 40 University Drive Rindge, New Hampshire 03461 Email : careercenter@franklinpierce.edu Rosemary Nichols	Y	0
17	Freedom House, Inc. 14 Crawford Street Dorchester, Massachusetts 02121 Email : info@freedomhouse.com Tanika Stephens	N	0
18	Holyoke Community College 303 Homestead Ave Holyoke, Massachusetts 01040 Phone : 413-552-2597 Email : rpowers@hcc.edu Career Services	Y	0
19	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
20	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
21	iHM Human Capital Acquisition	N	7
22	Indeed.com - Not directly contacted by SEU	N	3
23	Internal Candidate	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
24	Jobnet 2 Avenue de Lafayette Boston, Massachusetts 02111 Email : rosemary.alexander@mass.gov Fax : 1-617-338-2050 Rosemary Alexander	Y	0
25	Keene State College 229 Main Street Keene, New Hampshire 03435 Career Services Manual Posting	N	0
26	Lesley University 29 Everett Street Cambridge, Massachusetts 02138 Career Services Manual Posting	N	0
27	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	15
28	MA College of Liberal Arts 375 Church St. North Adams, Massachusetts 01247 Email : career@mcla.edu Career Services	N	0
29	Mass Bay Community College 50 Oakland Street Wellesley, Massachusetts 02481 Phone : 781-239-3142 Email : kbasch@massbay.edu Kate Basch	Y	0
30	Mass Rehab Commission 230 Merrimack St Lawrence, Massachusetts 01843 Email : Paula.Santagati@state.ma.us Paula Santagati Prong 2 Ended Date: 2/27/2024	N	0

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31	Massachusetts Broadcasters Association P.O. Box 401 43 Riverside Avenue Medford, Massachusetts 02155 Fax : 1-617-274-8833 Career Services	N	0
32	NAACP 330 Martin Luther King Blvd Mall of Roxbury Boston, Massachusetts 02119 Email : info@bostonnaacp.org Career Services	N	0
33	NAACP - Massachusetts Chapter P.O. Box 90163 Mason Square Station Springfield, Massachusetts 01139 Email : admin@naacpspringfield.org Career Services	N	0
34	NAB Career Center 1771 N. Street NW Washington, District of Columbia Email : hr@nab.org Career Center	N	0
35	New Hampshire Association of Broadcasters 707 Chestnut Street Manchester, New Hampshire 03104 Phone : 603.627-9600 Url : www.nhab.org Email : info@nhab.org Career Services	N	0
36	Progresso Latino, Inc. 626 Broad Street Central Falls, Rhode Island 02863 Email : info@progressolatino.org Fax : 1-401-724-5550 Mario Bueno Prong 2 Ended Date: 2/27/2024	N	0
37	RI Indian Council 807 Broad Street Providence, Rhode Island 02903 Email : dwaldron@rhodeislandindiancouncil.org Career Services Prong 2 Ended Date: 2/27/2024	N	0

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38	Salem State University 352 Lafayette St. ECC 105 Salem, Massachusetts 01970 Phone : 978-542-6406 Email : career@salemstate.edu Lisa Morency	Y	0
39	Smith College 84 Elm Street Northampton, Massachusetts 01063 Phone : 413-585-4328 Email : eaccess@smith.edu Brenda Jameson	Y	0
40	Society of Broadcast Engineers (SBE) Inc. 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Career Services	N	0
41	Station Website Posting (navigation link to corporate careers website)	N	1
42	Suffolk University 8 Ashburton Place Boston, Massachusetts 02108 Phone : 617-573-8480 Terry Wells Manual Posting Prong 2 Ended Date: 1/4/2024	N	0
43	Triangle, Inc. 420 Pearl Street Malden, Massachusetts 02148 Phone : 781-388-4320 Fax : 1-781-322-0410 Debbie Muldoon Prong 2 Ended Date: 2/27/2024	N	0
44	University of Hartford School of Communications West Hartford, Connecticut 06117 Sue Landolina Manual Posting	N	0

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45	University of Maine Dept. of Communications and Journalism Orono, Maine 04469 Email : umainecareercenter@maine.edu Career Services	N	0
46	Unknown (source not adequately identified upon inquiry by SEU)	N	7
47	Wentworth Institute of Technology 550 Huntington Avenue Boston, Massachusetts 02115 Email : careerservices@wit.edu Career Services	N	0
48	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:			40

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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	5/16/2024	Participation in Job Fairs	On May 16, 2024, our SEU's Program Director, Promotions Director, Account Executive, and On-Air Talent partnered with EL Mundo to Sponsor and Promote the Latino Career Expo. They discussed Broadcast, Sales, and Promotional careers with the attendees.	4	Program Director Promotions Director Account Executive On-Air Talent
2	6/17/2024	Participation in Job Fairs	On June 17, 2024, our SEU's Vice President of Sales, Promotions Director, Account Executive, and On-Air Talent partnered with the North Shore Latino Business Association to Sponsor and Promote the Latino Small Business Expo and Job Fair. They discussed Broadcast, Sales, and Promotional careers with the attendees.	4	VP of Sales Promotions Director Account Executive On-Air Talent
3	11/18/2024	Co Sponsoring Job Fair	On November 18th 2024, iHeartMedia actively participated in a Virtual Job Fair. During this period, iHeartMedia ran (PSAs) across three of our stations to promote the event. Additionally, iHeartMedia's Senior Vice President of Sales attended the Job Fair, representing the company and supporting its efforts to connect with prospective talent and partners sharing about job opportunities in broadcasting and radio with iHeart Media.?? ??	1	Vice President of Sales