

WAXQ, WHTZ, WKTU, WLTW, WOR, WWPR-FM, WWRL
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

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
Full Time Board-Op/Associate Producer-Morning Drive	1-2, 4, 8-9, 11-13, 17, 19-25, 27-31, 34-35, 37-38	17
Digital Video Producer	1-6, 8-9, 11-13, 15, 19-24, 27-28, 30-35, 37-39	39
106.7 LITE-FM Account Executive - NYC	1-6, 8-9, 11-14, 19-24, 27-28, 30-32, 34-38	14
Q104 Account Executive - NYC	1-6, 8-9, 11-14, 19-24, 27-28, 30-32, 34-35, 37-38	5
Z100 Full Time On-Air Talent	1-6, 8-9, 11-13, 16, 19-24, 27-28, 30-32, 34-35, 37-38	5
Digital Content Manager	1-4, 6, 8-13, 15, 19-24, 27-28, 30-32, 34-38	15
Account Executive - NYC	1-2, 4-6, 8-15, 18-21, 23-24, 26-28, 30, 34-38	36
Account Executive - NYC	1-2, 4-6, 8-15, 18-21, 23-24, 26-28, 30, 34-38	10
Account Executive - NYC	1-2, 4-6, 8-15, 18-21, 23-24, 26-28, 30, 34-38	26
Account Executive - NYC	1-2, 4-6, 8-15, 18-21, 23-24, 26-28, 30, 34-38	26
Digital Content Intern	2-6, 8-9, 11-13, 19-24, 27-28, 30-32, 34-35, 37-38	5
On-Air Talent	7	7
Outside Account Executive	1-6, 8-9, 11-15, 19-24, 27-28, 30-32, 34-35, 37-38	5
Outside Account Executive	1-6, 8-9, 11-15, 19-24, 27-28, 30-32, 34-35, 37-38	5
WOR News Talk Account Executive	1-4, 6, 8-9, 11-13, 15, 19-24, 27-28, 30-32, 34-35, 37-38	15
Outside Account Executive - News Talk	1-6, 8-9, 11-14, 19-24, 27-28, 30-32, 34-35, 37-38	5
Morning Show Producer - LITE FM	1-6, 8-9, 11-13, 19-24, 27-28, 30-32, 34-38	36

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Borough of Manhattan Community College City University of NY Travel & Tourism 245 Greenwich St. Fiterman 830U New York,, New York 10007 Phone : 212-220-8214 Email : eg@etn.travel Dr. Elinor Garely	N	0
2	Brooklyn College 2900 Bedford Avenue Room 1303 James Hall Brooklyn, New York 11210 Phone : 718-951-5696 Email : jobpostings@brooklyn.cuny.edu Andre Fontenelle	Y	0
3	College of Staten Island 2800 Victory Blvd. 1A-105 Staten Island, New York 10314 Phone : 718-982-2308 Florence Zurica Manual Posting	N	0
4	Connecticut School of Broadcasting 1400 Old Country Road Suite 211 (36A) Westbury, New York 11590-5156 Phone : 516-280-6801 Email : info@gocsb.com Career Services Martines	Y	0
5	Employee Referral	N	15
6	Essex County College 303 University Avenue Newark, New Jersey 07102 Phone : 973-877-3399 Email : ssaintj2@essex.edu Shirlgandy Saint Jean	Y	0
7	Exigent Circumstances	N	1
8	Five Towns College 305 North Service Road Dix Hills, New York 11746 Phone : 631-656-2163 Email : krysti.orourke@ftc.edu Krysti O'Rourke	N	0

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9	Fordham University Career Development Center 140 West 62nd Street - 1st floor New York, New York 10023 Phone : 212-636-6170 Email : dgrant17@fordham.edu Dennis Grant	Y	0
10	Glassdoor - Not directly contacted by SEU	N	2
11	Hobart & William Smith College Salisbury Center for Career Services Trinity Hall Geneva, New York 14456 Phone : 315-781-3514 Email : cso@hws.edu Jackie Doyle	Y	0
12	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
13	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	6
14	iHM Human Capital Acquisition	N	13
15	Indeed.com - Not directly contacted by SEU	N	5
16	Internal Candidate	N	1
17	Internal Posting	N	1
18	Job/Career Fair - See Section III	N	1
19	Kean University 1000 Morris Avenue Union, New Jersey 07083 Phone : 908-737-0456 Email : kmirrer@kean.edu Kristine Mirrer	Y	0

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20	<p>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</p>	N	19
21	<p>Long Island Univ. Brooklyn Campus 1 University Plaza, Pratt 510 Brooklyn, New York 11201 Phone : 718-488-1039 Email : Amy.rothenberg@liu.edu Amy Rothenberg</p>	Y	0
22	<p>Monmouth University 400 Cedar Avenue West Long Branch, New Jersey 07764-1898 Phone : 732-571-3471 Career Services Manual Posting</p>	N	0
23	<p>Nassau Comm. College Career Counseling Center 1 Education Drive Garden City, New York 11530 Phone : 516-572-7696 Url : www.ncc.edu Email : careercounseling@ncc.edu Constance Egelman</p>	Y	0
24	<p>New York State Broadcasters Assoc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : admin@tvjobs.com Mark Holloway</p>	N	0
25	<p>NJ Depart. Of Labor & Workforce Devel. 438 Summit Avenue 2nd Fl. Jersey City, New Jersey 07306 Phone : 973-742-9226 Email : walter.toombs@dol.nj.gov Fax : 1-973-523-0780 Walter Toombs</p>	N	0
26	Non-Employee Referral	N	2

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27	NY Univ./Arthur Carter Journal. Institute 20 Cooper Square, Room 647 New York, New York 10003 Phone : 212-998-3837 Email : Craigh.Barboza@nyu.edu Craig Barboza	N	0
28	NYU Office of Career Development 721 Broadway, 8th Fl New York, New York 10003 Phone : 2129981916 Email : Tisch.career@nyu.edu Lily Hung	Y	0
29	On-Air Announcement (One or More SEU Stations)	N	1
30	Queens College 65-30 Kissena Blvd Flushing, New York 11367 Phone : 718-997-4465 Email : tes.asfaw@qc.cuny.edu Fax : 1-718-997-4463 Tesyfaye Asfaw	N	0
31	Seton Hall University 400 South Orange Avenue Career Center 2nd Floor Bayley Hall South Orange, New Jersey 07079 Phone : 973-275-2316 Gina Aloe Manual Posting	N	0
32	St. Johns Univ. Center For TV,Film, Radio 8000 Utopia Parkway Jamaica, New York 11439 Phone : 718-990-2188 Email : martinr1@stjohns.edu Donna Haynes	Y	0
33	Station Website Posting (navigation link to corporate careers website)	N	1
34	Syracuse Univ. S.I Newhouse School 215 University Place Syracuse, New York 13244 Phone : 315-443-1913 Email : belichti@syr.edu Bridget Lichtinger	Y	0

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35	Touro University 27-33 West 23rd Street New York, New York 10010 Phone : 212-463-0400 ext. 5449 Email : adriana.jimenez-garcia@touro.edu Adriana Jimenez-Garcia	Y	0
36	Unknown (source not adequately identified upon inquiry by SEU)	N	13
37	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
38	York College 94-20 Guy R. Brewer Blvd. Jamaica, New York 11451 Email : mbsmith@york.cuny.edu Michael Smith	Y	0
39	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			82

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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	2/24/2024	Participation in events or programs sponsored by educational institutions	On February 24, 2024, our SEU's Promotions Director spoke to the "PRSSA" students at Hofstra University. She talked about the entertainment and broadcast industry specifically in the role of PR. She spoke about her career path, careers in public relations, and the opportunities at iHeartMedia.	1	Promotions Director
2	3/1/2024	Participation in events or programs sponsored by educational institutions	On March 1, 2024, our SEU's Project Manager of Promotions, Promotions Director, and Promotions Event Support served as speakers and tour guides for the IBS Conference at iHeartRadio NYC Headquarters. There were 20 in attendance from the conference. Our SEU addressed their career path in broadcasting, how to break into the broadcast industry, educational requirements for a career in broadcasting and promotions.	3	Promotions Director Project Manager of Promotions Promotion Events Support
3	5/9/2024	Participation in events or programs sponsored by educational institutions	On May 9, 2024, our SEU hosted an event at Vanderbilt University and attended their mixer in NYC, engaging with students interested in media. Our SEU's Director of Employee Engagement, President of Ad Intelligence, Promotions Director, and Executive Vice President Digital Market organized a full day of activities, including a panel discussion with company leaders who shared their stories and offered advice on breaking into the industry. Our Director of Employee and Recruitment Engagement spoke about the recruiting process at iHeart and provided tips on how to make resumes stand out. After the session, she continued to meet with, and mentor students interested in iHeart. Additionally, she participated in a virtual webinar to discuss recruiting at iHeart and attended a mixer with fellow employers to connect with potential post-grad candidates.	1	Director of Employee & Recruitment Engagement President Ad Intelligence Promotions Director EVP Digital Market

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4	6/5/2024	Participation in events or programs sponsored by educational institutions	On June 5, 2024, our SEU facilitated a visit from Hofstra University Communications Students. During their visit, they received a tour of our broadcast facilities as well as shadowing several staff members. The students visited with Public Relations, On-air News Reporting, Digital and Promotions.	4	Promotions Director Mixer Programming SVP Digital Programming & Operations Director Communications
5	6/8/2024	Establishment of an intern program designed to assist members of the community	Between June and August of 2024, our SEU reinvented our national Summer Internship Program to create the most dynamic and engaging experience possible. Our interns had the opportunity to participate in Immersion Days where they completed exercises such as brainstorming ways to add even more features to the iHeartRadio app, pitch and record an on-air advertising campaign, and add new content and concepts to our marquee event, the iconic iHeartRadio Music Festival in Las Vegas. Interns also attended a weekly speaker series hosted by leaders from all divisions of the company, including Chairman and CEO Bob Pittman. Other notable events included panels comprised of former interns and recording and publishing a podcast based on the iHeart Summer Internship experience. Based on the high quality of our programming, the iHeartMedia Summer Internship Program was recognized by Vault for as #2 for Quality of Life, and #1 for Diversity for Women.	4	Director of Employee & Recruitment Engagement SVP National Digital Sales SVP IHeart Media Entertainment COO IHeart Podcasts

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6	9/19/2024	Participation in events sponsored by organizations representing the community	<p>On September 19, 2024, our SEU's Director of Employee & Recruitment Engagement, Executive Vice President Multicultural Sales, Vice President Brand Strategy & Idea Lab, and Talent Acquisition Partner attended the Sistas in Sales summit, a fantastic global organization that supports thousands of women of color in sales. The event was a perfect blend of empowering sessions, skill-building workshops, and invaluable networking opportunities. During the summit, our Director of Employee and Recruitment Engagement, solicited resumes and LinkedIn connections from women interested in iHeartMedia as their employer of choice. Additionally, she held engaging informational conversations at our recruitment booth, sharing collateral about what makes up the iHeart organization.</p> <p>Our SEU also ran media spots to market the event.</p>	4	<p>Director of Employee & Recruitment Engagement EVP Multicultural Sales VP Brand Strategy & Idea Lab Talent Acquisition Partner</p>
7	10/16/2024	Participation in events or programs sponsored by educational institutions	<p>On October 16, 2024, our SEU hosted an event for Berkeley College students, where we put together an exciting day filled with activities. The highlight was a dynamic panel discussion featuring company leaders who shared their inspiring stories and offered valuable advice on breaking into the industry. Our Director of Employee and Recruitment Engagement, Manager of Consumer Experience, and Account Executive had the opportunity to speak about the recruiting process at iHeart, providing students with insider tips on how to make their resumes stand out. It was a fantastic experience, and the students left feeling motivated and better prepared for their future careers.</p>	3	<p>Director of Employee & Recruitment Engagement Manager, Consumer Experiences Account Executive</p>

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8	12/8/2024	Participation in events or programs sponsored by educational institutions	On December 8, 2024, our SEU's Account Executive served as a speaker at Comsewogue High School's Career Day in Port Jefferson Station, NY. She discussed her career path, the educational requirements for a career in broadcasting, and her day-to-day responsibilities. She also conducted a brief Q&A for the students.	1	Account Executive
9	12/9/2024	Participation in events or programs sponsored by educational institutions	On December 9, 2024, our SEU's Senior Account Executive served as a speaker at Boss Move Monday Eagle Academy for Young Black Men in Brooklyn NYC. He discussed his career path, the educational requirements for a career in broadcasting, his day-to-day responsibilities, and how to exceed at the highest level. He also conducted a brief Q&A for the participants.	1	Senior Account Executive
10	12/18/2024	Participation in events or programs sponsored by educational institutions	On December 18, 2024, our SEU's Account Executive, served as a speaker on the Williamsburg Charter High School Career Panel at WCHS located in Williamsburg, Brooklyn. She addressed her career path in advertising sales, how to break into the broadcast industry, educational requirements for a career in broadcasting, and valuable skills for the job.	1	Account Executive