

WAEB, WAEB-FM, WSAN, WZZO
EEO PUBLIC FILE REPORT
April 1, 2024 - March 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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

WAEB, WAEB-FM, WSAN, WZZO**EEO PUBLIC FILE REPORT****April 1, 2024 - March 31, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/18/2024	Participation in events or programs sponsored by educational institutions	On April 18, 2024, our Format Director participated in a discussion with a radio class at DeSales University. He discussed careers in broadcasting, podcasting and the radio industry in 2024 and it's future. He also spoke about his career with iHeartMedia and the opportunities at iHeartMedia.	1	Format Director
2	5/23/2024	Participation in events or programs sponsored by educational institutions	On May 23, 2024, our Format Director participated in a radio talent event at Bloomsburg University. The event focused on different careers in broadcasting. Our Format Director did a presentation on Music Scheduling and an Aircheck Session Class. He also answered questions on his career and opportunities with iHeartMedia.	1	Format Director
3	6/4/2024	Participation in events or programs sponsored by educational institutions	On June 4, 2024, our SEU participated in a Career Day at Lehigh Area Middle School. Our Promotions Director discussed what careers are available in the radio industry. She also spoke about her career and the opportunities at iHeartMedia.	1	Promotions Director
4	8/6/2024	Participation in events sponsored by organizations representing the community	On August 6, 2024, our Vice President of Programming participated in an Inside Berks Business Program with educators from Berks County. They visited the station and met with our staff to learn more about skills vital to our business and what their students need to focus on to work for iHeartMedia. Our SEU discussed radio ratings, music logs, and scheduling. He also spoke about how radio embraces social media and the use of websites, blogs and podcasting. He spoke about his degree radio/tv degree to gain a working knowledge of the industry.	1	VP of Programming
5	8/20/2024	Participation in events sponsored by organizations representing the community	On August 20, 2024, our SEU participated in an event for National Radio Day at LEE Services (Learning Enrichment Experiences). Our Format Director spoke with participants of the event about his career in radio and how things have changed over the years with new technology.	1	Format Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/25/2024	Participation in Job Fairs	On October 25, 2024, our SEU participated in the virtual 2024 Klein Career & Internship Fair at Temple University. Our Executive Vice President of Sales discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	VP of Sales
7	11/22/2024	Participation in events or programs sponsored by educational institutions	On November 22, 2024, our SEU hosted a student to Job Shadow with our WAEB News Radio On-Air Personality Morning Show. The student was given a tour of the station, was shown the many duties handled by the on-air staff to produce a morning show, including systems used for broadcasting.	1	On-Air Talent
8	12/5/2024	Participation in events or programs sponsored by educational institutions	On December 5, 2024, our SEU served as a career day speaker at the Eyer Middle School in Macungie, PA. Our On-Air Talent discussed the employment path for careers in the broadcasting/media industry. She also answered questions on her career and the various opportunities with iHeart Media	1	On-Air Talent
9	3/6/2025	Participation in Job Fairs	On March 6, 2025, our SEU participated in the 2025 University of Delaware Virtual Career Fair. Our Market President discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	Market President
10	3/14/2025	Participation in Job Fairs	On March 14, 2025, our SEU participated in the 2025 Klein Career & Internship Fair at Temple University in Phila, PA. Our Market President discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	Market President