

**WRAW, WRFY-FM**  
**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

| <b>Job Title</b>   | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--|--|-------------------------------|
| NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD. |  |                               |

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

| <b>RS<br/>Number</b>  | <b>RS Information</b> | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|---|-----------------------|--|---|
| AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD. |                       |  |   |

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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 | 5/6/2024    | Participation in events or programs sponsored by educational institutions     | On May 6, 2024, our SEU participated in a career chat at Middletown Area High School. Our Morning Show Host discussed his career and opportunities in radio with the students. He also provided critiques and coaching for the radio station WMSS.  | 1                                   | On-Air Personailty                 |
| 2 | 5/21/2024   | Participation in events or programs sponsored by educational institutions     | On May 21, 2024, our SEU participated in a radio talent event at Bloomsburg University. The event focused on different careers in broadcasting. Our production director did a presentation on voice over and radio production. She also answered questions on her career and opportunities with iHeartMedia.  | 1                                   | Production Director                |
| 3 | 8/6/2024    | Participation in events sponsored by organizations representing the community | On August 6, 2024, our SEU participated in an Inside Berks Business Program with educators from Berks County. They visited the station to meet 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 VP of Sales and Production Director discussed how they started working in radio and the challenges they face in sales. Our Production Director showed the educators how she records her show, what she does to produce commercials, and other roles she covers in programming. She also discussed her educational background to get to her current position. | 2                                   | VP of Sales<br>Production Director |
| 4 | 9/26/2024   | Participation in events sponsored by organizations representing the community | On September 26, 2024, our SEU hosted a student to Job Shadow our Production Director. The student was given a tour of the station and shown many duties handled by on-air staff including systems used for production, voice tracking, and imaging for our stations.   | 1                                   | Production Director                |

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|---|-------------|---|---|-------------------------------------|--------------------------|
| 5 | 2/17/2025   | Participation in events or programs sponsored by educational institutions | On February 17, 2025, our SEU participated in the 2025 Phoenixville High School Career Exploration Project. Our Area Finance Manager met with a Phoenixville HS 11th grade student for an interview to discuss a career in Finance as well as other career opportunities at iHM. Areas of discussion included Job Responsibilities, Career Advancement Opportunities, Certificate/Degree Requirements, Workplace Environment, and Salary potential. | 1                                   | Finance Director         |