

WFNN-AM, WJET-AM, WRKT-FM, WRTS-FM, WTWF-FM, WXBB-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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive - ERIE, PA	1, 3-13	3
Outside Account Executive	1-2, 4-6, 9-13	12

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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	Allegheny College 520 N Main Street Meadville, Pennsylvania 16335 Phone : 814-332-2381 Jim Fitch Manual Posting	N	0
2	Edinboro University of Pennsylvania 405 Scotland Road Frank G. Pogue Student Center, Suite 211 Edinboro, Pennsylvania 16444 Phone : 814-732-2781 Email : bmarquis@edinboro.edu Fax : 1-814-732-2909 Monica Clem	N	0
3	Employee Referral	N	1
4	Gannon University 109 University Square Erie, Pennsylvania 16541 Phone : 814-871-7680 Erin Hart Manual Posting	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	1
7	iHM Human Capital Acquisition	N	1
8	Indeed.com - Not directly contacted by SEU	N	3

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9	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	3
10	Mercyhurst College 501 East 38th St. Erie, Pennsylvania 16546 Phone : 814-824-2424 Frank Rizzone Manual Posting	N	0
11	Penn State Behrend College 4701 College Dr. Reed Union Building, Room 125 (2nd floor) Erie, Pennsylvania 16563 Phone : 814-898-6164 Email : recruitbehrend@psu.edu Fax : 1-814-898-6455 Mary Beth McCarthy	N	0
12	Unknown (source not adequately identified upon inquiry by SEU)	N	2
13	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:			11

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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	2/13/2025	Participation in events or programs sponsored by educational institutions	On February 13, 2025, our SEU spoke at Penn State Behrend's broadcast class. Our Vice President of Sales discuss his career path and his role at iHM but he was able to share the importance of connecting with an audience through content that aligns with the stations format and demographic and the value of your personal brand. The topics also explored were payola and plugola, structuring a break, effective teasing and the sales process – from identifying new business opportunities and conducting a Customer Needs Analysis. He also conducted a brief Q&A where he was able to answer questions about broadcasting careers and opportunities a iHeart Media.	1	VP of Sales
2	3/20/2025	Participation in events or programs sponsored by educational institutions	On March 20, 2025, our SEU's two On-Air Talents hosted a student from Fairview High School for a job shadowing opportunity. The student plans to pursue a degree in communications with a concentration on digital media production. The student was able to observe a "day in the life" of a radio host. Our On-Air Talents showed him how to put together commercials including the basics of our software and he also observed how to put a show together for WRKT during the midday shift. They discussed the educational requirements and the different personality types required to entertain on radio. He was also given a station tour and a behind the scenes look at broadcast operations.	2	On-Air Talent On-Air Talent