

WFBQ, WNDE, WOLT, WZRL
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
Outside Account Executive	1-13, 15-22, 24-32, 34, 36-47	34
Outside Account Executive	1-13, 15-22, 24-32, 34, 36-47	34
Outside Account Executive	1-6, 10-11, 13-16, 20-25, 27, 32-37, 39-40, 42-43, 46-47	34

WFBQ, WNDE, WOLT, WZRL**EEO PUBLIC FILE REPORT****April 1, 2024 - March 31, 2025****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	Anderson University Career Development Center 1100 East Fifth Street Anderson, Indiana 46012 Phone : 864-231-2064 Fax : 1-765-641-3880 Kelly Bell	N	0
2	Asian Help Services 609 East 29th Street Indianapolis, Indiana 46205 Phone : 317-924-4827 Email : Baikahs@yahoo.com Fax : 1-317-924-4209 Sungboon Baik	N	0
3	Ball State University 2000 West University Avenue Lucinda Hall -220 Muncie, Indiana 47306 Phone : 765-285-2436 Email : careercenter@bsu.edu Cindy Hershman	N	0
4	Ben Davis High School Career Center 1200 North Girls School Road Indianapolis, Indiana 46214 Phone : 317-243-5524 Email : melissa.edwards@wayne.k12.in.us Melissa Edwards	N	0
5	Butler University 4600 Sunset Avenue Atherton Union-315 Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Fax : 1-317-940-6443 Gary Beaulieu	N	0
6	Catholic Archdiocese of Indianapolis 1400 North Meridian Street Indianapolis, Indiana 46202 Phone : 317-236-1536 Email : accountingservices@archindy.org Fax : 1-317-261-3375 Joyce Overton	N	0

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7	Circle Seven Training Council PO Box 69 Greenfield, Indiana 46140 Phone : 317-467-0248 Fax : 1-317-462-6340 Lance Ratliff	N	0
8	Civil Rights Commission Ind Government Center North 100 North Senate, Room N103 Indianapolis, Indiana 46204 Phone : 317-232-2600 Fax : 1-317-232-6580 Career Services	N	0
9	Crossroads Rehabilitation Center 4740 Kings Way Drive Indianapolis, Indiana 46205 Phone : 317-466-1000 Fax : 1-317-466-2000 Career Services	N	0
10	Damien Center 26 North Arsenal Avenue Indianapolis, Indiana 46201 Phone : 317-632-0123 Email : tneal@damien.org Edward Alexander	N	0
11	Employee Referral	N	4
12	Equal Employment Office Indianapolis District Office 101 West Ohio, Suite 1900 Indianapolis, Indiana 46204 Phone : 317-226-7469 Fax : 1-317-226-7953 Phyllis Tucker-Wells	N	0
13	Fletcher Place Community Center 1637 Prospect Street Indianapolis, Indiana 46203 Phone : 317-636-3466 Email : tereasa@fletcherplacecc.org Wanda Minor	N	0
14	Google Jobs - Not directly contacted by SEU	N	1

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15	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
16	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
17	iHM Human Capital Acquisition	N	1
18	Ind Human Resource Investment Council 402 West Washington Street Room W076 Indianapolis, Indiana 46204 Phone : 317-232-1980 Fax : 1-317-233-3091 Tim McGann	N	0
19	Indeed.com - Not directly contacted by SEU	N	1
20	Indiana Broadcasters Association 3003 East 98th Street Suite 161 Indianapolis, Indiana 46280 Phone : 317-573-0119 Email : indba@aol.com Fax : 1-317-573-0895 Gwen Piening	N	0
21	Indiana Institute of Technology 3500 DePauw Boulevard Indianapolis, Indiana 46268 Phone : 260-422-5561 Email : hr@indianatech.edu Fax : 1-260-422-1376 Dee Yard	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Indiana State Council Job Placement 3833 North Meridian Street Indianapolis, Indiana 46208 Phone : 317-924-9440 Email : info@indianakofc.org Career Services	N	0
23	Indiana State University 200 North Seventh Street Terre Haute, Indiana 47809 Phone : 812-237-5000 Ken Waggoner Manual Posting	N	0
24	Indiana Ten Point Coalition 3549 Boulevard Place Suite 22 Indianapolis, Indiana 46208 Phone : 317-924-0733 Email : info@indytenpoint.org Rev Charles Ellis	N	0
25	Indiana University Career Development Center 625 North Jordan Bloomington, Indiana 47405 Phone : 812-855-1556 Email : iucareer@indiana.edu Fax : 1-812-855-5678 Jeremy Harmon	N	0
26	Indianapolis Resource Council 8383 Craig Street Suite 130 Indianapolis, Indiana 46250 Phone : 317-596-6440 Fax : 1-317-232-1362 Career Services	N	0
27	Indianapolis Urban League 777 Indiana Avenue Indianapolis, Indiana 46202 Phone : 317-693-7603 Email : info@indplsul.org Brian McDonald	N	0
28	Internal Candidate	N	1

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29	International Business College 7205 Shadeland Station Indianapolis, Indiana 46256 Phone : 317-841-6400 Fax : 1-317-841-6419 Laurie Fisher	N	0
30	J Everett Light Career Center 1901 East 86th Street Indianapolis, Indiana 46240 Phone : 317-259-5278 Fax : 1-317-259-5298 Rob Hendrix	N	0
31	Jewish Community Center 6701 Hoover Road Indianapolis, Indiana 46260 Phone : 317-251-9467 Fax : 1-317-251-9493 Julie Sondhelm	N	0
32	Jewish Community Relations Council 1100 West 42nd Street Suite 240 Indianapolis, Indiana 46208 Phone : 317-926-2935 Email : info@indyjrc.org Dr Marcia Goldstone	N	0
33	Job/Career Fair - See Section III	N	1
34	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	27
35	Marian University 3200 Cold Springs Road Clare Hall-Room 119 Indianapolis, Indiana 46222 Phone : 317-955-6341 Email : exchange@marian.edu Fax : 1-317-955-6590 Barbara Benson	N	0

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36	Martin Luther King Multi-Service Center 40 West 40th Street Indianapolis, Indiana 46208 Phone : 317-923-4581 Email : info@MLKCenterIndy.org Patricia McCarroll	N	0
37	Martin University Career Center 2171 Avondale Place Indianapolis, Indiana 46218 Phone : 317-543-3627 Email : communicationsdept@martin.edu Michelle Tillman	N	0
38	Monster - Not directly contacted by SEU	N	1
39	Non-Employee Referral	N	3
40	Purdue University WCCR 1016 West Stadium Drive West Lafayette, Indiana 47906 Phone : 765-595-9733 Email : wccrpurdue@gmail.com Colin McGonagill	N	0
41	Salvation Army 3100 North Meridian Street Indianapolis, Indiana 46208 Phone : 317-937-7000 Fax : 1-317-937-7010 Career Services	N	0
42	University of Indianapolis Career Services 1400 East Hanna Avenue Indianapolis, Indiana 46227 Phone : 317-788-3296 Email : proedge@uindy.edu Libby Davis	N	0
43	Unknown (source not adequately identified upon inquiry by SEU)	N	7
44	Vocational Rehabilitation-Job Placement 402 West Washington Street PO Box 7083 Indianapolis, Indiana 46207 Phone : 317-232-1319 Fax : 1-317-232-6478 Career Services	N	0

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45	Walker Career Center 9651 East 21st Street Indianapolis, Indiana 46229 Phone : 317-532-6199 Fax : 1-317-532-6199 Dann Henn	N	0
46	Wilson College 5425 South East Street Indianapolis, Indiana 46227 Phone : 317-787-6863 Email : wilsoncollege2@aol.com Mona Cross	N	0
47	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:			53

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/18/2024	Participation in events sponsored by organizations representing the community	On May 18, 2024, our SEU attended the TopView Midwest Industry Night. Our Market President and our On-Air Talent served on the media panel and networked with aspiring professionals interested in breaking into the radio and media fields. They shared valuable insights about their career paths, discussed the ever-evolving radio industry, trends and challenges, and spoke about employment opportunities within the media landscape and at iHeart Media.	2	Market President On-Air Talent
2	10/2/2024	Co Sponsoring Job Fair	On October 2, 2024, our SEU co-sponsored a two-day event: The Entrepreneurs Conference & Awards created by the Minority Business Review. In addition to securing the venue and advertising the expo on-air, our SEU was able to connect with recent graduates and young professionals of marginalized communities and identities and speak about job opportunities in broadcasting and radio and career opportunities with iHeart Media. On day two, our SEU recognized members of the Indianapolis community that were making waves in their industries as minority business owners and civic engagement standouts.	2	Market President Account Executive

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3	10/12/2024	Participation in events sponsored by organizations representing the community	On October 12, 2024, our SEU sponsored and organized the Indianapolis Sista Strut's 3rd Annual Breast Cancer Walk. This event was designed to raise awareness for breast cancer screenings and provide crucial information on community resources for combating the disease. Additionally, this event allowed iHeart Media to contribute to an important cause while engaging with local talent and expanding our community connections. Our SEU created a space for vendors, including business owners who were actively recruiting, and our SEU had a table set up and our Market President, Marketing Director, and Vice President of Programming distributed station information, engaged with participants, discussed career opportunities in broadcasting and spoke about our Sales, Promotions, and On-Air teams and opportunities within iHeart Media.	3	Market President Marketing Director VP of Programming
4	10/25/2024	Sponsorship of events in the community designed to increase public awareness	On October 25, 2024, our SEU sponsored, promoted, and participated in the Creative Economy Summit. Our Market President and Marketing Director participated in a panel discussion where they spoke about their career path and their current roles with iHeart Media. They also participated in a podcast interview about careers in the creative economy specifically focusing on media in Indiana.	2	Market President Marketing Director
5	10/25/2024	Participation in events sponsored by organizations representing the community	On October 25, 2024, our Marketing Director served as a speaker on a Meet the Media panel for The Lab in partnership with Create.Connect.Collab. She answered questions from the students and community members about her career path and career opportunities in the media, radio, and broadcasting.	1	Marketing Director

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6	10/31/2024	Participation in events sponsored by organizations representing the community	On October 31, 2024, our SEU's Account Executive attended the Junior Achievement of Central Indiana Career Discover Days at Crispus Attucks High School. These events allow professionals to volunteer their time and expertise with high school students in efforts of career/professional preparation. She shared insights about her career path, in-demand jobs in her field, required training and education, as well as advice and guidance for careers in broadcasting.	1	Account Executive
7	12/4/2024	Participation in events sponsored by organizations representing the community	On December 4, 2024, our SEU's Account Executive attended the Junior Achievement of Central Indiana Career Discover Days at Lawrence North High School. These events allow professionals to volunteer their time and expertise with high school students in efforts of career/professional preparation. She shared insights about her career path, in-demand jobs in her field, required training and education, as well as advice and guidance for careers in broadcasting.	1	Account Executive
8	12/7/2024	Participation in events sponsored by organizations representing the community	On December 7, 2024, our SEU's Market President, Marketing Director, On-Air Talent, and Promotions Support attended The Black Business Bazaar. They connected with listeners, offered station merch, and engaged with individuals interested in working with iHeartMedia. A Q&A was held which included how to begin a career in the broadcast industry. They also directed interested attendees to our current openings available on iHeart Media's website.	4	Market President Marketing Director On-Air Talent Promotions Support

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9	2/20/2025	Participation in Job Fairs	On February 20, 2025, our SEU attended the University of Indianapolis Communication Department's Spring Career Fair. Our Marketing Director and Vice President of Programming set up an information table and answered questions from participants regarding careers opportunities in radio and broadcasting. They also informed students of current openings with our company and directed them to our website to submit for positions.	2	Marketing Director Vice President of Programming
10	2/26/2025	Participation in Job Fairs	On February 26, 2025, our SEU attended the Job News USA career fair. Our Marketing Director and On-Air talent set up an information table and answered questions from participants regarding careers opportunities in radio and broadcasting. They also informed students of current openings with our company and directed them to our website to submit for positions.	2	Marketing Director On-Air Talent