

WHKF, WHP, WLAN, WLAN-FM, WRBT, WRVV, WTKT
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	1-28	16

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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	AM/FM Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 761-754-8177 Email : jobs@amfmjobs.com Mark Holloway	N	0
2	Broadcasting and Cable 5700 Wilshire Blvd. Ste. 120 Los Angeles, California 90036 Phone : 323-965-2089 Email : katie.rosa@reedbusiness.com Katie Rosa	N	0
3	Broadcasting Institute of Maryland 7200 Hartford Rd. Baltimore, Maryland 21234 Phone : 410-254-2770 Email : nb@bim.org Fax : 1-800-942-9246 Norman Brooks	N	0
4	Capital Region Career Link 349 Wiconisco St. Harrisburg, Pennsylvania 17110 Phone : 717-920-2852 Email : lrank@wibpa.org Fax : 1-717-772-0640 Lori Rank	N	0
5	Central Pennsylvania College College Hall & Valley Rds. Summerdale, Pennsylvania 17093 Phone : 717-728-2262 Email : stevehassinger@centralpenn.edu Steve Hassinger	N	0
6	Commonwealth University of PA 201 Student Service Center Bloomsburg, Pennsylvania 17815 Phone : 570-389-4070 Carol Barnett Manual Posting	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
7	Connecticut School of Broadcasting One Mall Dr. Suite 203 Cherry Hill, New Jersey Phone : 856-755-1200 Email : CSBCherryHill@gocsb.com Hope Willis	N	0
8	Dickinson College - Career Center Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Tammy Heberlig Manual Posting	N	0
9	Elizabethtown College One Alpha Dr. Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Career Services Manual Posting	N	0
10	Employee Referral	N	1
11	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
12	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
13	iHM Human Capital Acquisition	N	2
14	Lebanon Valley College 101 North College Ave. Annville, Pennsylvania 17003 Phone : 717-867-6237 Sharon Givler Manual Posting	N	0

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15	LinkedIn - Not directly contacted by SEU	N	1
16	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	5
17	Lycoming College 700 College Place Campus Box 154 Williamsport, Pennsylvania 17701 Phone : 570-321-4034 Email : cdc@lycoming.edu Peggy Kimble	N	0
18	Messiah College P.O. Box 4511 One College Ave. Grantham, Pennsylvania 17027 Phone : 717-691-6016 Dwayne Keiffer Manual Posting	N	0
19	Millersville University P.O. Box 1002 Millersville, Pennsylvania 17551 Phone : 717-872-3312 Margo Sassaman Manual Posting	N	0
20	Penn State Univ. Harrisburg Campus (Career Serv.) W117 Olmsted - 777 W. Harrisburg Pike Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : cmg11@psu.edu Colleen Guy	N	0
21	Penn State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : CMS324@psu.edu Collette Sacolick	N	0

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22	Sheffield Institute of Recording Arts 13816 Sunnybrook Rd. Phoenix, Maryland 21131 Phone : 410-628-7260 Fax : 1-410-628-1977 Career Services	N	0
23	Shippensburg University 1871 Old Union Dr. Shippensburg, Pennsylvania 19257 Phone : 717-477-1521 Career Services Manual Posting	N	0
24	Temple University 1913 N. Broad St., 2nd Floor Philadelphia, Pennsylvania 19122 Phone : 215-204-4477 Kathy Frances Manual Posting	N	0
25	Unknown (source not adequately identified upon inquiry by SEU)	N	1
26	Wilson College 1015 Philadelphia Ave. Chambersburg, Pennsylvania 17201 Phone : 717-260-2006 X 3314 Heather Drumm Manual Posting	N	0
27	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
28	York College of PA Center Country Club Rd. York, Pennsylvania 17405 Phone : 717-815-1452 Alice Baldwin Manual Posting	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	4/18/2024	Participation in events or programs sponsored by educational institutions	On April 18, 2024, our SEU participated in a discussion with a class at DeSales University. Our Vice President of Programming discussed careers in broadcasting, podcasting, and the future of the industry. He also spoke about the radio industry and his career and opportunities with iHeartMedia.	1	VP of Programming
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 Vice President of Programming discussed the importance of using video and podcasting with radio. He also answered questions about his career and opportunities at iHeartMedia.	1	VP of Programming
3	8/12/2024	Participation in events or programs sponsored by educational institutions	On August 12, 2024, our SEU participated in a Virtual Employer Meet & Connect with students at Shippensburg University. Our Vice President of Sales discussed careers in radio sales. He also spoke about the radio industry and his career with iHeartMedia.	1	VP of Sales
4	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 Vice President of Sales discussed careers in radio with interested attendees and employment opportunities at iHeartMedia.	1	VP of Sales
5	2/21/2025	Participation in Job Fairs	On February 21, 2025, our SEU participated in the 2025 Job Expo Internship & Career Fair at Penn State University in University Park, PA. Our Vice President of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	VP of Sales

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6	3/6/2025	Participation in Job Fairs	On March 6, 2025, our SEU participated in the University of Delaware Virtual Communications Marketing & Media Career Meet Up. Our Vice President of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	VP of Sales
7	3/27/2025	Participation in Job Fairs	On March 27, 2025, our SEU participated in the 2025 Career Fair at Shippensburg University in Shippensburg, PA. Our Vice President of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	VP of Sales