

**WDAS, WDAS-FM, WIOQ, WRFF, WUSL**  
**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
Account Executive	1-4, 6-25, 27-31, 33-38, 40-41, 43-44, 46	16
Account Executive	1-4, 6-25, 27-31, 33-38, 40-41, 43-44, 46	13
Account Executive	2-14, 18-24, 26, 28-35, 37-38, 40-42, 44, 46	10
Account Executive	2-14, 18-24, 26, 28-35, 37-38, 40-42, 44, 46	10
Digital Content Manager	2-9, 11-12, 18-24, 26, 28-35, 37-39, 41- 42, 45-46	22
Multimedia Account Executive - Automotive	2-9, 11-12, 18-24, 26, 28-35, 37-39, 41- 42, 44-46	44
Office Operations Manager	2-12, 18-24, 26, 28-35, 37-39, 41-42, 45-46	10

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access Music Group 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : allaccess.com Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
2	Allied Personnel Services 91 Larry Holmes Drive, Suite 110 Easton, Pennsylvania 18042 Phone : 610-253-9779 Email : info@alliedps.com Fax : 1-610-253-6183 Dan Corpora	N	0
3	Cabrini University 610 King of Prussia Rd. Radnor, Pennsylvania 19087 Phone : (610) 902-8305 Url : www.cabrini.edu Email : nch722@cabrini.edu Nancy Hutchison	Y	0
4	Camden County College P.O. Box 200 College Drive Blackwood, Pennsylvania 8012 Phone : (856) 227-7200 ext.4854 Email : jpranzatelli@camdencc.edu Joe Pranzatelli	Y	0
5	Cedar Crest College 100 College Dr. Allentown, Pennsylvania 18104 Phone : 610-606-4666 x3249 Elizabeth Ortiz Manual Posting	N	0
6	Chestnut Hill College 9601 Germantown Ave Philadelphia, Pennsylvania 19118 Phone : 215 248 7109 Email : BoyleA@chc.edu Andrea Boyle	Y	0

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7	Community College of Philadelphia 1700 Spring Garden Street C1-34 Philadelphia, Pennsylvania 19130 Phone : (215) 496-6176 Url : www.ccp.edu Email : jharris@ccp.edu Jan Harris	Y	0
8	Connecticut School of Broadcasting 535 Route 38 East Ste.230 Cherry Hill, New Jersey 08002 Phone : (856) 330-4701 Url : www.GoCSB.com Email : csbcherryhill@gocsb.com Brian Fish	Y	0
9	Drexel University 3201 Arch Street Ste.250 Philadelphia, Pennsylvania 19104 Phone : 215-895-1594 Url : www.drexel.edu Email : jd3776@drexel.edu Helena Reid	Y	0
10	Employee Referral	N	8
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	10
13	iHM Human Capital Acquisition	N	7
14	Indeed.com - Not directly contacted by SEU	N	7

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15	Industry Plug 2310 Central Avneue Baldwin, New York 11510 Email : info@industryplug.com Erica Valcourt	N	0
16	Internal Candidate	N	1
17	Job/Career Fair - See Section III	N	1
18	King's College 133 North River St. Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Theresa Kinney Manual Posting	N	0
19	Lafayette College Career Services Easton, Pennsylvania 18040 Phone : 610-330-5115 Url : www.lafayette.edu Rachel Moeller Manual Posting	N	0
20	Lehigh University Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-4180 Kathy Throne Manual Posting	N	0
21	Lincoln University 1570 Baltimore Pike P.O. Box 179 Lincoln University, Pennsylvania 19352 Phone : 484-365-7102 Url : www.lincoln.edu Sandra Upsher-Nixon Manual Posting	N	0
22	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

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23	Montgomery County Community Action Development Commission 113 E. Main Street Norristown, Pennsylvania 19401 Phone : (610) 277-6363 Url : www.cadom.org Email : rbeaton@cadcom.org Fax : 1-610-277-7399 J. Berry	Y	0
24	NAACP 4458-B Germantown Ave Philadelphia, Pennsylvania 19140 Phone : 215-455-1011 Email : NAACPphilly@gmail.com Rodney Muhammad	Y	0
25	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.org Fax : 1-202-429-5343 Career Services	N	0
26	Northampton Community College 3835 Green Pond Rd. Bethlehem, Pennsylvania 18015 Phone : 610-861-5344 Lynn Fischer Manual Posting	N	0
27	On-Air Announcement (One or More SEU Stations)	N	1
28	PA CareerLink Philadelphia Northwest 5847 Germantown Avenue Philadelphia, Pennsylvania 19144 Phone : 215-987-6503 Email : cjameson@impactservices.org C Jameson	N	0
29	PA CareerLink Schuylkill County at Pottsville 203 arch Street Pottsville, Pennsylvania 17901 Phone : 570-622-5253 Email : sharona@careerlinkpottsville.org Sharon Angelo	N	0

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30	PA CareerLink Suburban Station 1617 JFK Boulevard Suite 200 Philadelphia, Pennsylvania 19103 Phone : 215-557-2592 Email : nicki.woods@jevs.org Nicki Woods	N	0
31	PA CareerLink Tioga County 56 Plaza Lane Wellsboro, Pennsylvania 16901 Email : fleming@northerntier.org Melissa Fleming	N	0
32	PA. Association of Broadcasters 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : (717) 482-4820 Url : www.pab.org Fax : 1-717-482-1111 Career Services	N	0
33	Parkside Association of Philadelphia 5218 Master Street Philadelphia, Pennsylvania 19131 Phone : (215) 877-1305 Url : www.parksideassociation.org Email : sboulware@parksideassociation.org Fax : 1-215-871-7799 Shakiya Boulware	N	0
34	Penn State Career Services 413 Bouke Bldg. University Park University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : askcs@psu.edu Fax : 1-814-863-0226 Career Services	N	0
35	Pennsylvania Institute of Technology 800 Manchester Ave. Media, Pennsylvania 19063 Url : www.pit.edu Email : info@pit.edu n/a n/a	Y	0

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36	Pennsylvania State University 208 Carnegie Buidling University Park University Park, Pennsylvania Phone : 814-863-6081 Fax : 1-814-863-8044 Joseph Selden	N	0
37	Philadelphia Association of Black Journalists PO Box 8232 Philadelphia, Pennsylvania 19101 Phone : 2158544224 Email : pabj.info@gmail.com Johann Calhoun	Y	0
38	Philadelphia Unemployment Project 1201 Chestnut Street Ste.702 Philadelphia, Pennsylvania 19107 Phone : (215) 557-0822 Url : www.philaup.org Email : Anitapalmtree@hotmail.com Fax : 1-215-557-6981 Anita Cooper	N	0
39	Philadelphia Works 1617 JFK Blvd. Philadelphia, Pennsylvania 19103 Phone : (215) 963-2118 Url : www.philaworks.org Email : EEO@PHILAWORKS.ORG Fax : 1-215-567-7171 Susan Krasnisky-HR Director	Y	0
40	Project H.O.M.E. 1515 Fairmount Avenue Philadelphia, Pennsylvania 19130 Phone : (215) 232-7272 Url : www.projecthome.org/jobs Fax : 1-215-232-7277 Bonnie Hahn	N	0
41	SEPCHE-Colleges 450 S. Easton Road Glenside, Pennsylvania 19038 Phone : (610) 558-5537 Url : www.sepche.org Email : mccaffrn@neumann.edu M. McCaffrey	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
42	Temple University 1913 N. Broad Street Mitten Hall 2nd Fl. Philadelphia, Pennsylvania 19123 Url : www.temple.edu Career Services Manual Posting	N	0
43	Temple University Dept. of Broadcasting, Telecom & Mass Media Annenberg Hall Room 6 Philadelphia, Pennsylvania 19122 Phone : 215-204-5401 Url : www.temple.edu Email : mary.rantin@temple.edu Fax : 1-215-204-5402 Mary Rantin	N	0
44	Unknown (source not adequately identified upon inquiry by SEU)	N	8
45	Urban League of Philadelphia 121 S. Broad Street Philadelphia, Pennsylvania 19107 Phone : (215) 985-3220 Url : www.urbanleaguephila.org Email : info@urbanleaguephila.org Fax : 1-215-985-3227 Hoa Pham	Y	0
46	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>70</b>



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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	5/21/2024	Participation in events sponsored by organizations representing the community	On May 21, 2024, our SEU hosted 15 students and chaperones from the community organization The Distinguished Young Gentlemen. Our Director of News and Community Affairs guided students through our station facilities for a “behind-the-scenes” look at the broadcast operations, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, and discussed internship and employment opportunities in broadcasting. Students were also able to meet WDAS FM’s On-Air Talent and visit the air studios.	2	Director of News & Community Affairs On-Air Talent
2	9/8/2024	Participation in events or programs sponsored by educational institutions	On September 8, 2023, our SEU, hosted a Lunch & Learn with a group of Media & Entertainment students at Temple University. Our Director of News & Community Affairs discussed her career path, the educational requirements for careers in broadcasting, outlined the available career opportunities with iHeart Media, and provided recommendations on the best ways to apply for jobs with iHM.	1	Director of News & Community Affairs
3	9/17/2024	Participation in events or programs sponsored by educational institutions	On September 17, 2024, our SEU attended the Temple University’s “History of Electronic Media” class to talk about the entertainment and broadcast industry. Our Director of News and Community Affairs spoke about her career path, careers in broadcasting, and the opportunities at iHeartMedia. She shared the iHeartMedia Careers website and encouraged students to connect in person for one-on-one mentoring sessions.	1	Director of News & Community Affairs

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4	10/17/2024	Participation in events sponsored by organizations representing the community	On October 17, 2024, our SEU hosted a Temple University Media student for an in-person job shadow. Our Director of News and Community Affairs guided the student about her workday for a “behind-the-scenes” look at broadcast operations, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, discussed employment opportunities and pointed the student to the iHeartMedia Career website.	1	Director of News & Community Affairs
5	10/25/2024	Participation in Job Fairs	October 25, 2024, our SEU's Director of News and Community Affairs and Vice President of Sales participated in Temple University Klein College of Communications Virtual Career and Internship Fair in Philadelphia, PA. They discussed careers in radio with interested attendees, employment opportunities, and shared the web link to the iHeartMedia Careers website.	2	Director of News & Community Affairs VP of Sales
6	11/14/2024	Participation in events or programs sponsored by educational institutions	On November 14, 2024, our SEU hosted a Temple University Media student for an in-person job shadow. Our Director of News and Community Affairs guided the student about her workday for a “behind-the-scenes” look at broadcast operations, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, discussed employment opportunities and pointed the student to the iHeartMedia Career website.	1	Director of News & Community Affairs

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7	11/19/2024	Participation in events or programs sponsored by educational institutions	On November 19, 2024, our SEU hosted a Temple University Media student for a virtual job shadow. Our Director of News and Community Affairs spoke about her career in broadcasting and gave the student a “behind-the-scenes” look at her role as Director of News and Community Affairs. She discussed careers in radio and employment opportunities within the broadcast industry and answered any questions the student had. Lastly, she directed the student to the iHeartMedia Career website regarding open positions within the company.	1	Director of News & Community Affairs
8	1/3/2025	Participation in events or programs sponsored by educational institutions	On January 3, 2025, our SEU hosted a job shadow with a student from Temple University. Our Director of News and Community Affairs spoke about her career in broadcasting and gave the student a “behind-the-scenes” look at broadcast operations. She discussed careers in radio and employment opportunities within the broadcast industry and answered questions from the student. Lastly, she directed the student to the iHeartMedia Career website regarding open positions within the company and gave her station information.	1	Director of News & Community Affairs
9	1/29/2025	Participation in events or programs sponsored by educational institutions	On January 29, 2025, our SEU guided Upward Bound High School Students through our station facilities for a “behind-the-scenes” look at broadcast operations. The students were also able to follow her workday as a director. Our Director of News and Community Affairs also conducted a brief Q&A session regarding careers in radio and broadcasting in general, internship and employment opportunities in broadcasting, and career opportunities at iHeart Media. Lastly, she handed out station information to the students.	1	Director of News & Community Affairs

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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>
10	1/30/2025	Participation in events sponsored by organizations representing the community	On January 30, 2025, our SEU hosted 30 students from the nonprofit group, Change Our Future, who had a chance to tour the station and speak to our On-Air Talent from Rumba 106.1 and our Digital Director. Our Director of News and Community Affairs gave students a “behind-the-scenes” look at broadcast operations, discussed careers in radio, and our SEU conducted a brief Q&A session regarding careers in broadcasting, employment opportunities in broadcasting and at iHM and handed out station information, etc. A representative from the Community College of Philadelphia was also present to give students information on courses in media and broadcasting at the college.	2	Director of News & Community Affairs On-Air Talent
11	3/10/2025	Provision of training to management	On March 10, 2025, our SEU, Director of News and Community Affairs took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Director of News & Community Affairs
12	3/14/2025	Participation in events or programs sponsored by educational institutions	On March 14, 2025, our SEU participated in the 2025 Klein Career & Internship Fair at Temple University. Our Director of News and Community Affairs connected with job seekers and spoke to potential future employees while sharing job opportunities in broadcasting and radio and career opportunities with iHeart Media.	1	Director of News & Community Affairs

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13	3/19/2025	Participation in events or programs sponsored by educational institutions	On March 19, 2025, our SEU hosted a career workshop with students from the Audio Production Class at Jefferson University in an effort for them to learn more about audio production. They received guidance and feedback for their audio assignments with the potential for some of the pieces to be included in a station public affairs program. Our Director of News and Community Affairs also conducted a brief Q&A session regarding careers in broadcasting and opportunities within iHeart Media.	1	Director of News & Community Affairs