

**WCAO, WPOC, WQSR, WZFT**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2024 - May 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") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive - Baltimore	1-39	7
Account Executive - Baltimore	1-39	7

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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>
1	Asian Women's Self Help Association 1140 Connecticut Avenue Suite 1200 Washington DC, Washington 20036 Phone : 202-683-2019 Url : <a href="http://www.ashaforwomen.org">http://www.ashaforwomen.org</a> Email : <a href="mailto:coordinator@ashaforwomen.org">coordinator@ashaforwomen.org</a> Career Services	N	0
2	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-860-4000 Url : <a href="http://www.bowiestate.edu">http://www.bowiestate.edu</a> Dale Oneil Manual Posting	N	0
3	Columbia School of Broadcasting 3947 University Drive Fairfax, Virginia 22030 Phone : 703-591-6000 Url : <a href="http://www.columbiaschoolbroadcas.com">http://www.columbiaschoolbroadcas.com</a> Email : <a href="mailto:cujcareers@columbia.edu">cujcareers@columbia.edu</a> Fax : 1-703-591-6147 William Butler	N	0
4	Community of Hope 1717 Massachusetts Avenue NW Suite 805 Washington, District of Columbia 20036 Phone : 202-407-7750 Url : <a href="http://www.communityofhopedc.org/">http://www.communityofhopedc.org/</a> Email : <a href="mailto:hr@cohdc.org">hr@cohdc.org</a> Brittany Simpson	Y	0
5	Connecticut School of Broadcasting 611 Route 46 West, Suite 102 Hasbrouck, New Jersey 7642 Phone : 201-288-7900 Url : <a href="http://www.gocsb.com">http://www.gocsb.com</a> Email : <a href="mailto:info@gocsb.com">info@gocsb.com</a> Fax : 1-201-288-7901 Micahel Ryan	Y	0

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6	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : <a href="http://www.coppin.edu">http://www.coppin.edu</a> Email : <a href="mailto:CareerServices@coppin.edu">CareerServices@coppin.edu</a> Fax : 1-410-951-3920 Linda Beowie	N	0
7	Employee Referral	N	2
8	George Mason University 4400 University Drive Fairfax, Vermont 22030 George Mason University Career Center Manual Posting	N	0
9	George Washington University Div. of HR/Foggy Bottom Campus 2033 K Street NW Suite 220 Washington DC, Washington 20052 Phone : 202-994-6495 Url : <a href="http://www.gwu.edu">http://www.gwu.edu</a> Email : <a href="mailto:ChrisRoy@Gw.edu">ChrisRoy@Gw.edu</a> Fax : 1-202-994-9680 Christine Roy	N	0
10	Georgetown University 37th and O Street NW Washington DC, Washington 20057 Phone : 202-687-7121 Url : <a href="http://www.georgetown.edu">http://www.georgetown.edu</a> Allynn Powell Manual Posting	N	0
11	Goucher College 1021 Dulaney Valley Road Baltimore, Maryland 21204 Phone : 410-337-6224 n/a n/a Manual Posting	N	0
12	Greater Washington Workforce Development Collaborative 1201 15th Street NW #430 Washington, Delaware 20005 Email : <a href="mailto:dleary@thecommunityfoundation.org">dleary@thecommunityfoundation.org</a> Greater Washington Workforce Development Collaborative	N	0

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13	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703-671-5666 ext 32 Url : <a href="http://www.hcva.org">http://www.hcva.org</a> Fax : 1-703-671-2325 Stella Clavijo	N	0
14	Howard University 525 Bryant Street NW Suite 109 Washington DC, Washington 20059 Phone : 202-806-7513 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : Huocreruit@gmail.com Fax : 1-202-462-4267 Ladi Sanu	N	0
15	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
16	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
17	Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Phone : (800) 248-4242 x708 Email : kevin@insideradio.com Fax : 1-877-270-3998 Kevin Owens	N	0

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18	Japanese American Citizens League 1850 M Street NW Suite 1100 Washington DC, Washington 20036 Phone : 202-223-1240 Url : <a href="http://www.jacl.org">http://www.jacl.org</a> Email : <a href="mailto:policy@jacl.org">policy@jacl.org</a> Fax : 1-202-296-8082 Career Services	N	0
19	Jewish War Vets of the USA 1 Ivory Crest Court Baltimore, Maryland 21209 Phone : 410-653-5577 Url : <a href="http://www.jwv.org">http://www.jwv.org</a> Email : <a href="mailto:jwv@jwv.org">jwv@jwv.org</a> Fax : 1-410-653-2334 Erwin Burtnick	N	0
20	Korean Community Service Center 7700 Little River Turnpike #406 Annandale, Virginia 22003 Phone : 703-354-6345 Url : <a href="http://www.kcsgw.org">http://www.kcsgw.org</a> Email : <a href="mailto:lienhickey@gmail.com">lienhickey@gmail.com</a> Fax : 1-703-354-6391 Lien Hickey	N	0
21	LinkedIn - Not directly contacted by SEU	N	1
22	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	4
23	Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2000 Email : <a href="mailto:mdemanss@loyola.edu">mdemanss@loyola.edu</a> Fax : 1-410-617-5125 na na	N	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>
24	McDaniel College 2 College Hill Westminister, Maryland 21157 Phone : 410- 871-3305 Url : <a href="http://www.mcdaniel.edu/undergraduate/the-mcdaniel">http://www.mcdaniel.edu/undergraduate/the-mcdaniel</a> Email : CEO@mcdaniel.edu na na	N	0
25	Montgomery College RA 108 51 Mannakee Rockville, Maryland 20850 Phone : 240-567-5062 Url : <a href="http://cms.montgomerycollege.edu">http://cms.montgomerycollege.edu</a> Email : beth.reilly@montgomerycollege.edu Career Services	N	0
26	Morgan State University 1700 East Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3333 x3110 Earlene Goodson Manual Posting	N	0
27	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nmann@nab.org Fax : 1-202-429-5343 Career Services	N	0
28	National Council of Negro Women 633 Pennsylvania Avenue NW Washington DC, Washington 20005 Phone : 202-737-0120 Url : <a href="http://www.ncnw.org">http://www.ncnw.org</a> Email : info@ncnw.org Fax : 1-202-737-0476 Cassandra Wint	N	0
29	Non-Employee Referral	N	1

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30	Notre Dame of Maryland University 4701 North Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : <a href="http://www.ndm.edu/offices-and-services/career-cen">http://www.ndm.edu/offices-and-services/career-cen</a> Email : <a href="mailto:career@ndm.edu">career@ndm.edu</a> Tia Lewis	N	0
31	Omega Studios' School of Applied Recording Arts & Sciences 5609 Fishers Lane Rockville, Maryland 20852 Phone : 301-230-9100 Url : <a href="http://www.omegastudios.com">www.omegastudios.com</a> Email : <a href="mailto:robert@omegastudios.com">robert@omegastudios.com</a> Robert Adams	Y	0
32	Salisbury University 1101 Camden Avenue Salisbury, Maryland 21801 Phone : 410-543-6000 Email : <a href="mailto:swcareer4@salisbury.edu">swcareer4@salisbury.edu</a> Fax : 1-410-546-6910 Daquan Mincy	N	0
33	Silver Spring Vet Center 10411 Motor City Dr. 5th Floor Bethesda, Maryland 20817 Phone : 240-395-1428 Email : <a href="mailto:Wayne.Miller3@va.gov">Wayne.Miller3@va.gov</a> Wayne Miller	N	0
34	Stevenson University 1525 Greenspring Valley Road Stevenson, Maryland 21153 Phone : 443-352-4477 Email : <a href="mailto:careerservices@stevenson.edu">careerservices@stevenson.edu</a> Fax : 1-443-352-4475 n/a na	N	0
35	Towson University Career Center 7800 York Road Suite 206 Towson, Maryland 21252 Phone : 410-704-3459 Url : <a href="http://www.towson.edu/careercenter">http://www.towson.edu/careercenter</a> Career Services Manual Posting	N	0

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36	United Black Fund 2500 Martin Luther King Jr. Avenue SE Washington DC, Washington 20020 Url : <a href="http://www.ubfinc.org">http://www.ubfinc.org</a> Email : <a href="mailto:UnitedBlackFund@ubfinc.org">UnitedBlackFund@ubfinc.org</a> Career Services	Y	0
37	University of District of Columbia 4200 Connecticut Ave NW Washington DC, Washington 20008 Phone : 202-274-5800 Url : <a href="http://www.udc.edu">http://www.udc.edu</a> Email : <a href="mailto:careerservices@udc.edu">careerservices@udc.edu</a> Lydia Williams	N	0
38	University of Maryland - College Park 3100 Hornbake Library College Park, Maryland 20742 Phone : 301-314-0420 Url : <a href="http://www.careercenter.umd.edu">http://www.careercenter.umd.edu</a> China Wilson Manual Posting	N	0
39	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>8</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	9/25/2024	Participation in events or programs sponsored by educational institutions	On September 25, 2024, our SEU's Assistant Program Director/On-Air Talent, and Promotions Event Support hosted the Varsity Cheer Team from Hereford High School for a station tour. Our SEU guided students through our station facilities for a "behind-the-scenes" look at broadcast operations. The students were able to go?live on-air with our On-Air Talent and discussed their upcoming cheer competition and pep rally performance. They created social media content with iHM that collaborated with Z104.3 and shared the content on Hereford Cheerleading social media pages.? They were able to see firsthand what a career in radio would entail and were able to discuss career opportunities in radio.	3	Assistant Program Director/On-Air Talent Promotions Event Support Promotions Events Support
2	11/6/2024	Participation in events or programs sponsored by educational institutions	On November 6, 2024, our SEU's Vice President of Sales participated in the Fall 2024 Virtual Career and Internship Fair. He discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	1	VP of Sales

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3	11/18/2024	Participation in events sponsored by organizations representing the community	On November 18, 2024, our SEU's Assistant Program Director/On-Air Talent, and Promotions Event Support hosted the Varsity Football Team from Calvert Hall College High School for a station tour. Our SEU guided students through our station facilities for a "behind-the-scenes" look at broadcast operations. The students were able to go?live on-air with our On-Air Talent and discussed their football season and their upcoming rival Thanksgiving football game. They created social media content with iHM that collaborated with Z104.3 and shared the content on Calvert Hall College's social media pages.? They were able to see firsthand what a career in radio would entail and were able to discuss career opportunities in radio.	3	Assistant Program Director/On-Air Talent Promotions Events Support Promotions Events Support
4	11/19/2024	Participation in events or programs sponsored by educational institutions	On November 19, 2024, our SEU's Assistant Program Director/On-Air Talent, and Promotions Event Support hosted the Varsity Football Team from Loyola Blakefield High School for a station tour. Our SEU guided students through our station facilities for a "behind-the-scenes" look at broadcast operations. The students were able to go?live on-air with our On-Air Talent and discussed their upcoming football season and rival Thanksgiving football game. They created social media content with iHM that collaborated with Z104.3 and shared the content on Loyola Blakefield's social media pages.? They were able to see firsthand what a career in radio would entail and were able to discuss career opportunities in radio.	3	Assistant Program Director/On-Air Talent Promotions Events Support Promotions Events Support

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5	2/25/2025	Participation in events or programs sponsored by educational institutions	On February 25, 2025, our SEU's Vice President of Sales participated in the Towson University third annual Communications, Media, and Marketing Expo. He connected with job seekers and spoke to potential future employees while sharing about job opportunities in broadcasting and radio and career opportunities with iHeart Media.	1	VP of Sales
6	3/7/2025	Participation in events or programs sponsored by educational institutions	On March 7, 2025, our SEU hosted students from the Towson University basketball team for a station tour. Our Assistant Program Director/On-Air Talent and Promotions Events Support staff guided the team through our station facilities for a "behind-the-scenes" view of broadcast operations and discussed careers and opportunities in radio. The Team was given time in the studio with our On-Air Talent and were able to go on the air. With this experience, they were able to see firsthand what a career in radio would entail.	3	Assistant Program Director/On-Air Talent Promotions Events Support Promotions Events Support
7	3/21/2025	Participation in Job Fairs	On March 21, 2025, our SEU participated in the University of Maryland Global Campus's March Virtual Career Fair. Our SEU partnered with UMGC to assist with our recruiting needs and connect with the student and alumni community. Our Vice President of Sales discussed careers in radio with participants, accessed resumes, and was able to chat directly with candidates. Two interviews were scheduled with prospective candidates as a result of this event.	1	VP of Sales
8	4/11/2025	Participation in Job Fairs	On April 11, 2025, Our SEU participated in the Spring 2025 Career Fair sponsored by the College of Business & Economics at Towson University in Towson, Maryland. Our Vice President of Sales greeted students that stopped by our booth to learn about careers in sales and promotions departments with iHeartmedia.	1	VP of Sales

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9	4/14/2025	Participation in Job Fairs	On April 14, 2025, our SEU attended a career fair at Coppin State University in Baltimore, Maryland. Our Senior Vice President Sales met with major-specific and career-ready students who are interested in careers in sales and/or promotions with iHeartmedia.	1	VP of Sales