

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Senior Account Executive	1, 3-8, 11, 13, 15-21, 23-28, 31-34, 36, 38-40	20
Promotions Coordinator	2-8, 10-12, 14-18, 21-26, 28, 31-39	22
Senior Vice President of Sales	2-7, 10-12, 14-19, 21, 23-26, 28, 31-36, 38-39	19
Automotive Account Executive	2-7, 10-12, 14-18, 21, 23-26, 28, 31-36, 38-39	28
Outside Account Executive	2-12, 14-19, 21, 23-26, 28-29, 31-33, 35-39	28
Outside Account Executive	2-12, 14-19, 21, 23-26, 28-29, 31-33, 35-39	29
Promotions Coordinator	2-8, 10-12, 14-18, 21-23, 25-26, 28, 30- 32, 35-39	22

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC

EEO PUBLIC FILE REPORT

June 1, 2024 - May 31, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access 24955 Pacific Coast Highway, C303 Malibu, California 90265 Email : jdenver@allaccess.com n/a n/a	N	0
2	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-860-4000 Url : http://www.bowiestate.edu Dale Oneil Manual Posting	N	0
3	Columbia School of Broadcasting 3947 University Drive Fairfax, Virginia 22030 Phone : 301-377-2099 Url : http://www.columbiaschoolbroadcas.com Email : cujcareers@columbia.edu William Butler	N	0
4	Community of Hope 1717 Massachusetts Avenue NW Suite 805 Washington, District of Columbia 20036 Phone : 202-407-7750 Url : http://www.communityofhopedc.org/ Email : hr@cohdc.org Brittany Simpson	Y	0
5	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : http://www.coppin.edu Linda Beowie Manual Posting	N	0
6	CSB Media Arts Center 6 Executive Drive Suite 109 Farmington, Connecticut 06032 Phone : 860-677-7577 Url : http://www.gocsb.com Email : info@gocsb.com Fax : 1-201-288-7901 Jim Robinson	Y	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	Elkton Vet Center 103 Chesapeake Blvd Suite A Elkton, Maryland 21921 Phone : 410-392-4485 Url : http://www.va.gov Email : mary.herrick2@va.gov Fax : 1-410-392-6381 Wendy Brown	N	0
8	Employee Referral	N	12
9	Employment Agency - Not directly contacted by SEU	N	2
10	George Mason University 4400 university Drive – M/S 3 B6 Fairfax, Virginia Phone : 703-993-4021 Url : http://www.gmu.edu/ James Barricelli Manual Posting	N	0
11	George Washington University 2033 K Street NW Suite 220 Washington DC, Washington 20052 Phone : 202-994-6495 Url : http://www.gwu.edu Christine Roy Manual Posting	N	0
12	Georgetown University 37th and O Street NW Washington DC, Washington 20057 Phone : 202-687-3578 Url : http://www.georgetown.edu Allynn Powell Manual Posting	N	0
13	Google Jobs - Not directly contacted by SEU	N	1
14	Greater Baltimore Urban League 512 Orchard Street Baltimore, Maryland 21211 Phone : 410-523-8150 ext 240 Url : http://www.blu.org Email : contact@gbul.org Fax : 1-410-523-4022 Desire Robinson	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
15	Greater Washington Workforce Development Collaborative 1201 15th Street NW Suite 420 Washington , District of Columbia 20005 Email : dleary@thecommunityfoundation.org Greater Washington Workforce Development	N	0
16	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703.671.5666 Url : http://www.hcva.org Email : sclavijo@hcva.org Fax : 1-703-671-2325 Stella Clavijo	N	0
17	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
18	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	2
19	iHM Human Capital Acquisition	N	8
20	Indeed.com - Not directly contacted by SEU	N	1
21	Inside Radio , Texas Phone : 800-640-8852 Email : genemckay@insideradio.com Gene McKay	N	0
22	Internal Candidate	N	3

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EEO PUBLIC FILE REPORT

June 1, 2024 - May 31, 2025

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Japanese American Citizens League 1850 M Street NW Suite 1100 Washington DC, Washington 20036 Phone : 202-223-1240 Url : http://www.jacl.org Email : policy@jacl.org Fax : 1-202-296-8082 Career Services	N	0
24	Jewish War Vets of the USA 1 Ivory Crest Court Baltimore, Maryland 21209 Phone : 410-653-5577 Url : http://www.jwv.org Email : Burtneck@erols.com Fax : 1-410-653-2334 Erwin Burtneck	N	0
25	Korean Community Service Center 7700 Little River Turnpike #406 Annandale, Virginia 22003 Phone : 703-354-6345 Url : http://www.kcsgw.org Email : lienhickey@gmail.com Fax : 1-703-354-6391 Lien Hickey	N	0
26	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-6198 Jack Lule Manual Posting	N	0
27	LinkedIn - Not directly contacted by SEU	N	1
28	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	13
29	Non-Employee Referral	N	2

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC

EEO PUBLIC FILE REPORT

June 1, 2024 - May 31, 2025

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Organization of Chinese American Women 4641 Montgomery Avenue Suite 208 Bethesda, Maryland 20814 Phone : 301-907-3898 Url : http://www.ocawwomen.org Email : Maryland@ocawwomen.org Fax : 1-301-907-3899 Christina Wong Poy	N	0
31	Silver Spring Vet Center 10411 Motor City Dr. 5th Floor Bethesda, Maryland 20817 Phone : 240-395-1428 Email : Wayne.Miller3@va.gov Wayne Miller	N	0
32	Towson University 7800 York Road Suite 206 Towson, Maryland 21252 Phone : 410-704-2233 Url : http://www.towson.edu/careercenter Corey Dunning Manual Posting	N	0
33	United Black Fund 2500 Martin Luther King Jr. Avenue SE Washington DC, Washington 20020 Url : http://www.ubfinc.org Email : UnitedBlackFund@ubfinc.org Career Services	Y	0
34	United Planning Organization 301 Rhoda Island Avenue NW Washington DC, Washington 20001 Phone : 202-238-4600 Url : http://www.upo.org Email : info@upo.org Regina Parker	N	0
35	University of District of Columbia 4200 Connecticut Ave NW Washington DC, Washington 20008 Phone : 202-274-5800 Url : http://www.udc.edu Lydia Williams 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
36	University of Maryland - College Park 3100 Hornbake Library College Park, Maryland 20742 Phone : 301.405.2780 Url : www.Careers.umd.edu Adrienne Bradford Manual Posting	N	0
37	Unknown (source not adequately identified upon inquiry by SEU)	N	3
38	Women Empowered Against Violence 1422 K Street NW Washington DC, Washington 20005 Phone : 202-452-9550 Url : http://www.weaveincorp.com Email : weavedcinfo@gmail.com Fax : 1-202-452-8255 Liz Harens	N	0
39	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
40	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC

EEO PUBLIC FILE REPORT

June 1, 2024 - May 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/26/2024	Participation in Job Fairs	Our SEU attended the University of Maryland's Fall Career and Internship Fair 2024 held in person in College Park, Maryland on 9/26/24. The job fair was held in the Student Union Building and our Marketing Director met with students and prospective employees and shared with them about working for iHeartmedia.	1	Marketing Director
2	10/23/2024	Participation in events or programs sponsored by educational institutions	On October 23, 2024, our SEU's Outside Account Executive served as a speaker at the University of Lynchburg for a Sports and Marketing Sales Class. He discussed his career path, his experience in sports radio and sales with iHeart Media and the SEU's role as a flagship station for the NFL. Lastly, he conducted a Q&A with the students regarding broadcasting in general and career opportunities within.	1	Outside Account Executive
3	10/24/2024	Participation in events or programs sponsored by educational institutions	On October 24, 2024, our SEU's Vice President of Sales and Promotions Coordinator attended the Communication & Media Career & Internship Fair held at the University of Maryland. More than 230 students/alumni attended the event and learned about open roles/opportunities within iHeartMedia in all departments with a focus on sales and promotions. Participants were also provided with a QR code to scan www.iHeartMedia.com/Careers .	2	VP of Sales Promotions Coordinator
4	2/18/2025	Participation in events or programs sponsored by educational institutions	On February 18, 2025, Our SEU went to Burleigh Manor Middle School in Ellicott City, Maryland for their Lunch with an Expert program to talk to the students who might be interested in pursuing a career in radio. It was completely voluntary for the kids to sign up, and our on-air talent talked to about 8 kids over the three lunch sessions about careers with iHeart Media.	1	On-Air Talent

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC

EEO PUBLIC FILE REPORT

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5	2/18/2025	Participation in events or programs sponsored by educational institutions	On February 18, 2025, our On-Air Host conducted a review of the Media Production program with staff and students at Montgomery College on February 18, 2025. During the course of the review, our IHM host spoke with some students about his radio career, and he told them how his 19-year career at iHeart Media has been great and he also provided information on how to apply to jobs at iHeart Media. The employee will continue to serve on the board conducting periodic reviews and interactions with students in the program.	1	On-Air Talent
6	3/13/2025	Participation in events sponsored by organizations representing the community	On March 13, 2025, our SEU's Outside Account Executive attended the Melwood Youth Enrichment Services Event where the participants learned about careers in radio. The attendees broke off into two groups and created their own radio stations, the stations included the following "features": News, traffic weather, music, and interviews. The focus was to apply their current interests, school subjects and how they would be applicable to the radio industry. Our OAE also conducted a Q&A with the participants and discussed careers in broadcasting.	1	Outside Account Executive
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 Vice President of Sales and Marketing Director partnered with UMGC to assist with our recruiting needs and connect with the talented UMGC student and alumni community. This event allowed us to connect with over 2,500 UMGC students and alumni from various majors with the skills and competencies to meet current or future workforce needs, access resumes, and chat directly with the candidates.	2	VP of Sales Marketing Director

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8	4/15/2025	Participation in events sponsored by organizations representing the community	On April 15, 2025, conducted a station tour of students from Montgomery College in Rockville MD. Our Senior Vice President of Sales explained his role in the market. Program Director explained how he started at iHeart and eventually transitioned to being the HOT program director. Members of the HOT morning show explained how to get your foot in the door for radio broadcasting and promotions. Finally, our promotions director went over the role of being a promotions assistant and encouraged students to apply. There was a question-and-answer session following each segment of the tour.	4	SVP of Sales Executive Producer Producer Producer Assistant
9	4/25/2025	Participation in events or programs sponsored by educational institutions	On April 25, 2025, our SEU participated in the 2025 Business Analytics Conference which is a hands-on event designed to introduce high school students to the world of Business Analytics. Students from John F. Kennedy High School, Blair High School, and James Hubert Blake High School explored how data informs business decisions and discovered how they can pursue educational and career paths in this field. Our Vice President of Sales Operations developed and presented a session with real-world cases and the students learned about the relationship between business analytics and the radio/broadcasting industry. She discussed her career path, her role at iHM, job opportunities in broadcasting using these skills, and held a Q&A for the students.	1	VP of Sales Operations
10	5/15/2025	Participation in events sponsored by organizations representing the community	On May 15, 2025, our SEU hosted two high school interns from Chenega Mios. The students were given a tour of the studios and a producer of our 99.5 Morning Show talked to them about working in radio and advised them what classes to take if they had an interest in a career in Radio. Our creative director showed them how boards operate, and they cut a sample commercial.	3	Producer Regional Engineer Creative Production Designer