

WCIB, WCOD-FM, WEIL, WXTK
EEO PUBLIC FILE REPORT
December 1, 2024 - November 30, 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 (Cape Cod, MA)	1-12	7

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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	Bridgewater State University 131 Summer St Bridgewater, Massachusetts 02324 Career Services Manual Posting	N	0
2	Cape Cod Chamber of Commerce 5 Patti Page Way Centerville, Massachusetts 02632 Email : info@capecodchamber.org Career Services	N	0
3	Cape Cod Community College 2240 Iyannough Rd West Barnstable, Massachusetts 02668 Career Services Manual Posting	N	0
4	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
5	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	0
6	Johnson & Wales University 8 Abbott Park Place Providence, Rhode Island 02903 College Recruiter Manual Posting	N	0
7	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	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Massachusetts Broadcasters Association 43 Riverside Ave. Medford, Massachusetts 02155 Phone : 800-471-1875 Email : info@massbroadcasters.org Jordan Walton	N	0
9	Rhode Island College 600 Mount Pleasant Avenue Suite 1 Providence, Rhode Island 02908 College Recruiter Manual Posting	N	0
10	University of Massachusetts - Dartmouth 285 Old Westport Rd North Dartmouth, Massachusetts 02747 Career Services Manual Posting	N	0
11	University of Rhode Island 35 Campus Avenue Suite 1 Kingston, Rhode Island 02881 College Recruiter Manual Posting	N	0
12	www.mediagignow.com 625 West Adams St. Suite 20-110 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:			2

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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	2/27/2025	Participation in Job Fairs	On February 27, 2025, our SEU participated in the New England Institute of Technology Career Fair. The Market President represented iHeartMedia and spoke with attendees about current and potential job openings, including paid internship opportunities. She shared her personal career journey and discussed various roles within the broadcasting industry. Resumes were accepted, and attendees were guided on how to access the iHeartMedia job site to explore available positions.	1	Market President
2	3/14/2025	Participation in Job Fairs	On March 14, 2025, our SEU participated in the Bellevue Virtual Job Fair via the Handshake platform. Our Market President represented iHeartMedia, highlighting current and potential job openings in Cape Cod, MA and other markets nationwide. She shared her personal career journey, discussed industry opportunities, and provided a walkthrough of the iHeart Jobs Site, demonstrating how to search for roles by station and location.	1	Market President
3	9/4/2025	Participation in events or programs sponsored by educational institutions	On September 4, 2025, Our SEU participated in the New England Institute of Technology Career Fair. Our Senior Vice President of Sales participated and discussed potential and current positions available in the market and various other iHeart locations. She discussed her career and other opportunities within the broadcasting industry.	1	SVP of Sales

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	9/16/2025	Participation in Job Fairs	On September 16, 2025, our SEU participated in the Brown University Career Fair. Our Senior Vice President of Sales She engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia. Promotional items were distributed, and participants were provided with a QR code linking to www.iHeartMedia.com/Careers to explore current openings.	1	SVP of Sales