

WBWL, WBZ, WJMN, WRKO, WXKS, WXKS-FM, WZLX, WZRM
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	1-40	30
Account Executive	1-40	17
Account Manager	1-25, 27-40	30

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AWRT/Boston New England Chapter 55 Morrissey Boulevard Boston, Massachusetts 02125 Email : awrtboston@gmail.com Melissa Gaudette	N	0
2	Cambridge College 1000 Mass Ave. Cambridge, Massachusetts 02138 Phone : 617-873-0470 Email : Irina.galatskaya@cambridgecollege.edu Leslie Conder Prong 2 Ended Date: 1/7/2025	N	0
3	Cambridge NAACP P.O. Box 831 Cambridge, Massachusetts 02139 Email : development@naacpldf.org Kathy Reddick	N	0
4	Colby Sawyer College 541 Main Street New London, New Hampshire 03281 Phone : 603-526-3766 Email : nbassi@colby-sawyer.edu Career Services	Y	0
5	College of the Holy Cross One College Street Worcester, Massachusetts 01610 Career Services Manual Posting	N	0
6	Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Url : https://journalism.columbia.edu/careers Email : cujcareers@columbia.edu Melissa McLaney	N	0
7	Curry College 1071 Blue Hill Avenue Milton, Massachusetts 02186 Phone : 617-333-2195 Kristin Menconi Manual Posting	N	0

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8	Emerson College 216 Tremont Street, Boston, MA 02116, Boston, Massachusetts 02116 Url : https://careerbuzz.emerson.edu Email : lolelei_riseman@emerson.edu Career Services	Y	0
9	Emmanuel College 400 The Fenway Boston, Massachusetts 02115 Phone : 617-732-1691 Email : careercenter@emmanuel.edu Chelsea Dunham	Y	0
10	Employment and Training Resources 201 Boston Post Road West Suite 200 Marlboro, Massachusetts 01752 Phone : 508-786-0928 Email : DCSFeedback@MassMail.State.MA.US Fax : 1-508-766-5790 Career Services	N	0
11	Endicott College Career Center 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-232-7762 Email : careers@endicott.edu Dale McLennan Prong 2 Ended Date: 1/7/2025	N	0
12	Franklin Pierce University 40 University Drive Rindge, New Hampshire 03461 Email : careercenter@franklinpierce.edu Rosemary Nichols Prong 2 Ended Date: 1/7/2025	N	0
13	Freedom House, Inc. 14 Crawford Street Dorchester, Massachusetts 02121 Email : info@freedomhouse.com Tanika Stephens	N	0

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14	Holyoke Community College 303 Homestead Ave Holyoke, Massachusetts 01040 Phone : 413-552-2597 Email : rpowers@hcc.edu Career Services Prong 2 Ended Date: 1/7/2025	N	0
15	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
16	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
17	Indeed.com - Not directly contacted by SEU	N	3
18	Jobnet 2 Avenue de Lafayette Boston, Massachusetts 02111 Email : rosemary.alexander@mass.gov Fax : 1-617-338-2050 Rosemary Alexander	Y	0
19	Keene State College 229 Main Street Keene, New Hampshire 03435 Career Services Manual Posting	N	0
20	Lesley University 29 Everett Street Cambridge, Massachusetts 02138 Career Services Manual Posting	N	0

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21	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	15
22	MA College of Liberal Arts 375 Church St. North Adams, Massachusetts 01247 Email : career@mcla.edu Career Services	N	0
23	Mass Bay Community College 50 Oakland Street Wellesley, Massachusetts 02481 Phone : 781-239-3142 Email : kbasch@massbay.edu Kate Basch Prong 2 Ended Date: 1/7/2025	N	0
24	Mass Rehab Commission 230 Merrimack St Lawrence, Massachusetts 01843 Email : Paula.Santagati@state.ma.us Paula Santagati	N	0
25	Massachusetts Broadcasters Association P.O. Box 401 43 Riverside Avenue Medford, Massachusetts 02155 Fax : 1-617-274-8833 Career Services	N	0
26	Monster - Not directly contacted by SEU	N	1
27	NAACP - Massachusetts Chapter P.O. Box 90163 Mason Square Station Springfield, Massachusetts 01139 Email : admin@naacpspringfield.org Career Services	N	0

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28	NAB Career Center 1771 N. Street NW Washington, District of Columbia Email : hr@nab.org Career Center	N	0
29	New Hampshire Association of Broadcasters 707 Chestnut Street Manchester, New Hampshire 03104 Phone : 603.627-9600 Url : www.nhab.org Email : info@nhab.org Career Services	N	0
30	Non-Employee Referral	N	2
31	Progreso Latino, Inc. 626 Broad Street Central Falls, Rhode Island 02863 Email : info@progresolatino.org Fax : 1-401-724-5550 Mario Bueno	N	0
32	RI Indian Council 807 Broad Street Providence, Rhode Island 02903 Email : dwaldron@rhodeislandindiancouncil.org Career Services	N	0
33	Salem State University 352 Lafayette St. ECC 105 Salem, Massachusetts 01970 Phone : 978-542-6406 Email : career@salemstate.edu Lisa Morency	Y	0
34	Smith College 84 Elm Street Northampton, Massachusetts 01063 Phone : 413-585-4328 Email : eaccess@smith.edu Brenda Jameson Prong 2 Ended Date: 1/7/2025	N	0

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35	Suffolk University 8 Ashburton Place Boston, Massachusetts 02108 Phone : 617-573-8480 Terry Wells Manual Posting	N	0
36	Triangle, Inc. 420 Pearl Street Malden, Massachusetts 02148 Phone : 781-388-4320 Fax : 1-781-322-0410 Debbie Muldoon	N	0
37	University of Hartford School of Communications West Hartford, Connecticut 06117 Sue Landolina Manual Posting	N	0
38	University of Maine Dept. of Communications and Journalism Orono, Maine 04469 Email : umainecareercenter@maine.edu Career Services	N	0
39	Unknown (source not adequately identified upon inquiry by SEU)	N	3
40	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:			26

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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	3/1/2025	Participation in events sponsored by organizations representing the community	On March 1, 2025, our SEU's On-Air Talent served as Emcee and guest speaker at a Royal Flush event organized by the Crohn's & Colitis Foundation. She discussed her career path and how she navigates her professional journey while living with Crohn's Disease. Her presentation included insights into her role at iHeartMedia, educational requirements for pursuing a career in media, artist interviews, and strategies for entering the entertainment industry. She also highlighted career opportunities in broadcasting, both broadly and within iHeartMedia. Attendees received station information and participated in a Q&A session.	1	On-Air Talent
2	3/17/2025	Participation in Job Fairs	On March 17, 2025, our SEU actively participated in the Massachusetts Broadcasters Virtual Job Fair. To promote the event, the SEU aired Public Service Announcements (PSAs) across three of its stations. During the fair, our Senior Vice President of Sales engaged with attendees by discussing career paths in broadcasting, sharing employment opportunities at iHeartMedia, and answering participant questions.	1	SVP of Sales
3	4/3/2025	Participation in events or programs sponsored by educational institutions	On April 3, 2025, the SEU's On-Air Talent participated in the Austin Preparatory School Career Day. She spoke to students about her career path, her current role at iHeartMedia, and the educational requirements for pursuing a career in media. She also highlighted various career opportunities available within the broadcasting industry, encouraging students to explore media professions. The visit concluded with a Q&A session, allowing students to engage directly with staff and learn more about the industry.	1	On-Air Talent

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4	6/4/2025	Participation in events or programs sponsored by educational institutions	On June 4, 2025, our SEU hosted a station tour for students from Up Academy Dorchester. During the visit, students received a behind-the-scenes look at the broadcast facilities and operations, gaining insight into the day-to-day workings of a media station. Our Vice President of Marketing discussed career opportunities in broadcasting and employment paths within iHeartMedia. The visit concluded with a Q&A session, allowing students to engage directly with staff and learn more about the industry.	1	VP of Marketing
5	7/7/2025	Establishment of an intern program designed to assist members of the community	From July 7 through August 8, 2025, a student from Xavier University completed an internship in the Programming Department at iHeartMedia. During her time there, she was actively involved in programming operations for Kiss 108 and 101.7 The Bull, participating in weekly strategy, music, and promotion meetings across Kiss, JAM'N, and The Bull. Supervised by the Region Senior Vice President of Programming and the Executive Producer, she supported the Promotions Teams, attended promotional events, and assisted with music scheduling. This immersive experience provided her with a solid foundation in the skills, teamwork, and commitment necessary for success in the broadcasting industry.	2	Region SVP of Programming Executive Producer

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6	8/5/2025	Establishment of a mentoring program	Beginning August 5, 2025, and continuing to the present, the Region Senior Vice President of Programming has been mentoring the Creative Production Designer to prepare him for future advancement into Programming Director and Producer roles. Through weekly meetings, the mentee gains hands-on experience in country programming, strategic planning, music selection, and contributing input on copy. The mentorship also includes collaboration with On-Air Talent to learn station operations such as managing NexGen logs, segmenting the station, timing out logs, and executing broadcasts. The overall goal is to strengthen the mentee's leadership abilities and support his career development within the broadcasting and multimedia industry.	3	Region SVP of Programming Creative Production Designer On-Air Talent
7	9/18/2025	Participation in events sponsored by organizations representing the community	On September 18, 2025, the SEU's On-Air Talent served as a guest speaker at a Young Professionals event organized by the Crohn's & Colitis Foundation. She discussed her career path and how she navigates her professional journey while living with Crohn's Disease. Her presentation included insights into her role at iHeartMedia, educational requirements for pursuing a career in media, artist interviews, and strategies for entering the entertainment industry. She also highlighted career opportunities in broadcasting, both broadly and within iHeartMedia. Attendees received station information and participated in a Q&A session.	1	On-Air Talent

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8	10/1/2025	Participation in events or programs sponsored by educational institutions	On October 1, 2025, our SEU's Senior Account Manager and Outside Account Executive hosted a station tour for students from Merrimack College. During the visit, students received a behind-the-scenes look at the broadcast facilities and operations, gaining insight into the day-to-day workings of a media station. The team discussed career opportunities in broadcasting and employment paths within iHeartMedia. The visit concluded with a Q&A session, allowing students to engage directly with staff and learn more about the industry.	2	Senior Account Manager Outside Account Executive
9	10/20/2025	Participation in Job Fairs	From October 20, 2025, our SEU actively participated in the Massachusetts Broadcasters Association Virtual Job Fair. To promote the event, our SEU aired on-air advertisements. During the fair, our Senior Vice President of Sales engaged with attendees by discussing career paths in broadcasting, sharing employment opportunities at iHeartMedia, and answering participant questions.	1	SVP of Sales