

WHJJ, WHJY, WSNE-FM, WWBB
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
Outside Account Executive	1-14	6

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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	Employee Referral	N	1
2	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
3	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
4	International Institute of Rhode Island 645 Elmwood Ave Providence, Rhode Island 02907 Phone : 401-461-5940 Fax : 1-401-467-6530 Career Services	N	0
5	Johnson & Wales University 8 Abbott Park Place Providence, Rhode Island 02903 Career Services Manual Posting	N	0
6	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	1
7	Progreso Latino, Inc. 626 Broad Street Central Falls, Rhode Island 02863 Phone : 401-728-5920 Email : jzapata@progresolatino.org Fax : 1-401-724-5550 Gregory Pherson	N	0

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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
8	Providence College - Career Services 549 River Avenue Providence, Rhode Island 02918 Phone : 401-865-1000 Email : lpellecc@providence.edu Laura Pellecchia	N	0
9	Rhode Island College Career Development Center 600 Mount Pleasant Ave Providence, Rhode Island 02908 Phone : 401-456-8031 Demetria Moran Manual Posting	N	0
10	Roger Williams University Professional Development , Rhode Island Phone : 401-276-4584 Career Services Manual Posting	N	0
11	The Providence Plan 56 Pine Street Suite 3B Providence, Rhode Island 02903 Phone : 401-455-8880 Email : communitypostings@provplan.org Fax : 1-401-331-6840 Luis Phelan	N	0
12	University of Rhode Island Rm. 228 Roosevelt Hall 90 Lower College Road Kingstown, Rhode Island 02881 Phone : 401-874-2311 Career Services Manual Posting	N	0
13	Unknown (source not adequately identified upon inquiry by SEU)	N	1
14	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:			3

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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	1/14/2025	Sponsorship of events in the community designed to increase public awareness	On January 14, 2025, our SEU hosted a career-focused event featuring representatives from Johnson & Wales University, the U.S. Army, and students from the RICJ RI Community and Justice Program. The evening began with our Market President sharing her 21-year career journey with iHeartMedia and discussing broadcasting and employment opportunities within the company. Students also were able to meet with representatives from Johnson & Wales and the U.S. Army to explore job options paired with college tuition support. They also received a behind-the-scenes station tour and participated in live on-air interviews with our On-Air Talent. The event concluded with a Q&A session, offering students deeper insight into the broadcasting industry.	2	Market President On-Air Talent
2	2/27/2025	Participation in events or programs sponsored by educational institutions	On February 27, 2025, our SEU's Market President, Promotions Director, and On-Air Talent hosted a group from Westbay Residential for a guided tour of our broadcast facilities. Attendees received a behind-the-scenes look at station operations and had the opportunity to meet with members of our SEU. During the visit, our Market President shared her 21-year journey with iHeartMedia, offering insights into her career path and discussing broadcasting career opportunities both within the company and across the industry.	3	Market President Promotions Director On-Air Talent

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3	3/26/2025	Participation in events or programs sponsored by educational institutions	On March 26, 2025, our SEU participated in a speaking engagement at Rhode Island College for the Marketing and Management Capstone Class. Our Outside Account Executive served as the guest speaker, sharing her professional journey and offering real-world insights into marketing and promotions within the broadcasting industry. She explained how academic concepts apply in media careers and provided students with a firsthand look at opportunities in radio and broadcasting.	1	Outside Account Executive
4	4/15/2025	Participation in events sponsored by organizations representing the community	On April 15, 2025, our SEU's Market President, Promotions Director, and two Regional Engineers hosted a behind-the-scenes station tour for a student from MOST LLC. The visit was designed to encourage the student to stay in school and pursue a career in broadcasting, with a focus on production and engineering. Staff members shared their educational backgrounds and training experiences and introduced mentorship opportunities available through iHeartMedia and Live Nation. The visit provided guidance and inspiration for the student's future in the broadcasting industry.	4	Market President Promotions Director Regional Engineer Regional Engineer
5	9/4/2025	Participation in Job Fairs	On September 4, 2025, our SEU participated in the New England Institute of Technology Career Fair, where our Promotions Director represented iHeartMedia. She spoke with attendees about current and future job openings across various iHeart markets nationwide. Attendees were shown how to navigate the iHeart job site to explore opportunities and were encouraged to submit resumes. Our Promotions Director also discussed internship opportunities and offered guidance on how to begin a career in broadcasting.	1	Promotions Director

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6	9/16/2025	Participation in Job Fairs	On September 16, 2025, our SEU participated in the Brown University Career Fair, where our Market President engaged with students about current and future job opportunities in Providence, RI and other iHeartMedia markets. She shared her personal career journey and offered guidance on exploring careers in broadcasting. Students were shown how to navigate the iHeart job site, submitted resumes, and received information about internship opportunities.	1	Market President
7	10/16/2025	Participation in events or programs sponsored by educational institutions	On October 16, 2025, our SEU hosted the Cornerstone School for a behind-the-scenes tour of our broadcast facilities. Our Market President discussed her career and role at iHeart Media, career opportunities in broadcasting, both broadly and within iHeart Media specifically. During the visit, the students were able to meet with two On-Air Talents and participated in a Q&A session to learn more about the industry.	3	Market President On-Air Talent On-Air Talent
8	10/16/2025	Participation in events sponsored by organizations representing the community	On October 16, 2025, the SEU hosted a group from Southeastern Residential Services for a behind-the-scenes tour of the broadcast facilities. During the visit, the Market President shared her career journey and role at iHeartMedia, highlighting career opportunities in broadcasting, both industry-wide and within the company. The group also met with the Regional Engineer and participated in a Q&A session to deepen their understanding of the broadcasting field.	2	Market President Regional Engineer

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9	10/22/2025	Participation in Job Fairs	On October 22, 2025, our SEU participated in the New Hampshire Association of Broadcasters Virtual Job Fair. To promote the event, our SEU aired on-air advertisements. During the fair, our Market President engaged with attendees by discussing career paths in broadcasting, highlighting different roles and sharing employment opportunities at iHeartMedia, accepting resumes, and answering participant questions.	1	Market President