WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM, WZCR

EEO PUBLIC FILE REPORT

February 1, 2025 - January 31, 2026

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM, WZCR

EEO PUBLIC FILE REPORT

February 1, 2025 - January 31, 2026

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM, WZCR

EEO PUBLIC FILE REPORT

February 1, 2025 - January 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/6/2025	Participation in events sponsored by organizations representing the community	On March 6, 2025, our SEU hosted a station tour for a 9th grade Boy Scout Troop who were working to earn their Radio Merit Badge. The visit offered an inside look at the broadcasting environment, where the scouts observed daily operations and learned how a radio station runs. Our Area Senior Vice President of Programming led the discussion, sharing details about his role at iHeartMedia, the departments he oversees, educational pathways for careers in radio, and broader industry opportunities. The experience included a behind-the-scenes tour, station materials, and an engaging Q&A session that allowed the scouts to ask questions and gain valuable insight into the broadcasting field.	1	Area SVP of Programming
2	4/8/2025	Participation in events sponsored by organizations representing the community	On April 8, 2025, our SEU participated in the Mercy College School of Business Career Networking Event. Our Vice President of Sales attended, met with other attendees, and spoke about her career with iHeartMedia, her current role and responsibilities, and career opportunities within the company.	1	VP of Sales

WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM, WZCR

EEO PUBLIC FILE REPORT

February 1, 2025 - January 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	4/22/2025	Participation in events sponsored by organizations representing the community	On April 22, 2025, our SEU's Vice President of Sales presented during the Hudson Valley Direct Marketing Association's webinar titled Broadcast Radio: The Timeless Power of Connection. She spoke about the enduring influence of broadcast radio and its significant impact on both consumers and advertisers, covering topics such as what radio is, the power of radio and its economic contribution, real-time connections, diverse programming, accessibility, trust, and community. She emphasized the effectiveness of radio in brand awareness, cross-channel campaigns, targeting and personalization, strengthened trust and credibility, amplified reach, cost-effective integration, and data and analytics. Her presentation highlighted the value of incorporating a range of audio, digital, and social media solutions to maximize impact.	1	VP of Sales
4	5/7/2025	Participation in events or programs sponsored by educational institutions	On May 7, 2025, our SEU participated in Career Day at LaGrange Middle School. Our Account Executive spoke about her career and role at iHeartMedia, explained her daily responsibilities, discussed what iHeartMedia does and how advertising works, and highlighted career opportunities across various departments within the broadcasting industry and iHeartMedia.	1	Account Executive

WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM, WZCR

EEO PUBLIC FILE REPORT

February 1, 2025 - January 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	5/22/2025	Establishment of an intern program designed to assist members of the community	From May 22 through August 5, 2025, our SEU hosted an intern from Siena College in Loudonville, NY. The internship offered structured training and hands-on experience across multiple departments, including Programming, Sales, Digital, and Promotions. The intern's responsibilities included attending promotional events, assisting the programming team, and supporting sales and digital initiatives. Supervision was provided by the Market President and Promotions Director. This program was designed to give the intern practical knowledge and skills to prepare for future careers in broadcasting and media.	2	Rob VanDerback Promotions Director
6	1/20/2026	Participation in events sponsored by organizations representing the community	On January 20, 2026, our SEU hosted an individual from AIM – Compassionate Care and Support for People with Disabilities for a behind-the-scenes tour of our broadcast facilities. During the visit, our Senior Vice President of Programming discussed his role and the markets he supports. He also spoke about the radio industry, station operations, and the variety of career opportunities available within broadcasting and at iHeartMedia.	1	SVP of Programming