

WDAS, WDAS-FM, WIOQ, WRFF, WUMR, WUSL
EEO PUBLIC FILE REPORT
April 1, 2025 - March 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
Account Executive - Bilingual (English & Spanish)	1-8, 10-11, 13-36	17
Director, Promotions	1-11, 13-33, 35-36	9
Account Executive	1-8, 10-33, 35-36	12
Account Executive - Philadelphia	1-8, 10-33, 35-36	12

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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
1	Allied Personnel Services 91 Larry Holmes Drive, Suite 110 Easton, Pennsylvania 18042 Phone : 610-253-9779 Email : info@alliedps.com Fax : 1-610-253-6183 Dan Corpora	N	0
2	Cabrini University 610 King of Prussia Rd. Radnor, Pennsylvania 19087 Phone : (610) 902-8305 Url : www.cabrini.edu Email : nch722@cabrini.edu Nancy Hutchison Prong 2 Ended Date: 5/20/2025	N	0
3	Camden County College P.O. Box 200 College Drive Blackwood, Pennsylvania 8012 Phone : (856) 227-7200 ext.4854 Email : jpranzatelli@camdencc.edu Joe Pranzatelli Prong 2 Ended Date: 5/20/2025	N	0
4	Cedar Crest College 100 College Dr. Allentown, Pennsylvania 18104 Phone : 610-606-4666 x3249 Elizabeth Ortiz Manual Posting	N	0
5	Chestnut Hill College 9601 Germantown Ave Philadelphia, Pennsylvania 19118 Phone : 215 248 7109 Email : BoyleA@chc.edu Andrea Boyle Prong 2 Ended Date: 5/20/2025	N	0

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6	Community College of Philadelphia 1700 Spring Garden Street C1-34 Philadelphia, Pennsylvania 19130 Phone : (215) 496-6176 Url : www.ccp.edu Email : jharris@ccp.edu Jan Harris Prong 2 Ended Date: 5/20/2025	N	0
7	Connecticut School of Broadcasting 535 Route 38 East Ste.230 Cherry Hill, New Jersey 08002 Phone : (856) 330-4701 Url : www.GoCSB.com Email : csbcherryhill@gocsb.com Brian Fish Prong 2 Ended Date: 5/20/2025	N	0
8	Drexel University 3201 Arch Street Ste.250 Philadelphia, Pennsylvania 19104 Phone : 215-895-1594 Url : www.drexel.edu Email : jd3776@drexel.edu Helena Reid Prong 2 Ended Date: 5/20/2025	N	0
9	Employee Referral	N	1
10	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

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11	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
12	iHM Human Capital Acquisition	N	3
13	King's College 133 North River St. Wilkes-Barre, Pennsylvania 18711 Phone : 570-208-5874 Theresa Kinney Manual Posting	N	0
14	Lafayette College Career Services Easton, Pennsylvania 18040 Phone : 610-330-5115 Url : www.lafayette.edu Rachel Moeller Manual Posting	N	0
15	Lehigh University Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-4180 Kathy Throne Manual Posting	N	0
16	Lincoln University 1570 Baltimore Pike P.O. Box 179 Lincoln University, Pennsylvania 19352 Phone : 484-365-7102 Url : www.lincoln.edu Sandra Upsher-Nixon Manual Posting	N	0

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17	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
18	Montgomery County Community Action Development Commission 113 E. Main Street Norristown, Pennsylvania 19401 Phone : (610) 277-6363 Url : www.cadom.org Email : rbeaton@cadcom.org Fax : 1-610-277-7399 J. Berry Prong 2 Ended Date: 5/20/2025	N	0
19	NAACP 4458-B Germantown Ave Philadelphia, Pennsylvania 19140 Phone : 215-455-1011 Email : NAACPphilly@gmail.com Rodney Muhammad Prong 2 Ended Date: 5/20/2025	N	0
20	Northampton Community College 3835 Green Pond Rd. Bethlehem, Pennsylvania 18015 Phone : 610-861-5344 Lynn Fischer Manual Posting	N	0
21	PA CareerLink Philadelphia Northwest 5847 Germantown Avenue Philadelphia, Pennsylvania 19144 Phone : 215-987-6503 Email : cjameson@impactservices.org C Jameson	N	0

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22	PA CareerLink Schuylkill County at Pottsville 203 arch Street Pottsville, Pennsylvania 17901 Phone : 570-622-5253 Email : sharona@careerlinkpottsville.org Sharon Angelo	N	0
23	PA CareerLink Suburban Station 1617 JFK Boulevard Suite 200 Philadelphia, Pennsylvania 19103 Phone : 215-557-2592 Email : nicki.woods@jevs.org Nicki Woods	N	0
24	PA CareerLink Tioga County 56 Plaza Lane Wellsboro, Pennsylvania 16901 Email : fleming@northerntier.org Melissa Fleming	N	0
25	PA. Association of Broadcasters 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : (717) 482-4820 Url : www.pab.org Fax : 1-717-482-1111 Career Services	N	0
26	Parkside Association of Philadelphia 5218 Master Street Philadelphia, Pennsylvania 19131 Phone : (215) 877-1305 Url : www.parksideassociation.org Email : sboulware@parksideassociation.org Fax : 1-215-871-7799 Shakiya Boulware	N	0
27	Penn State Career Services 413 Bouke Bldg. University Park University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : askcs@psu.edu Fax : 1-814-863-0226 Career Services	N	0

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28	Pennsylvania Institute of Technology 800 Manchester Ave. Media, Pennsylvania 19063 Url : www.pit.edu Email : info@pit.edu n/a n/a Prong 2 Ended Date: 5/20/2025	N	0
29	Philadelphia Association of Black Journalists PO Box 8232 Philadelphia, Pennsylvania 19101 Phone : 2158544224 Email : pabj.info@gmail.com Johann Calhoun Prong 2 Ended Date: 5/20/2025	N	0
30	Philadelphia Unemployment Project 1201 Chestnut Street Ste.702 Philadelphia, Pennsylvania 19107 Phone : (215) 557-0822 Url : www.philaup.org Email : Anitapalmtree@hotmail.com Fax : 1-215-557-6981 Anita Cooper	N	0
31	Philadelphia Works 1617 JFK Blvd. Philadelphia, Pennsylvania 19103 Phone : (215) 963-2118 Url : www.philaworks.org Email : EEO@PHILAWORKS.ORG Fax : 1-215-567-7171 Susan Krasnisky-HR Director Prong 2 Ended Date: 5/20/2025	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
32	SEPCHE-Colleges 450 S. Easton Road Glenside, Pennsylvania 19038 Phone : (610) 558-5537 Url : www.sepche.org Email : mccaffrn@neumann.edu M. McCaffrey Prong 2 Ended Date: 5/20/2025	N	0
33	Temple University 1913 N. Broad Street Mitten Hall 2nd Fl. Philadelphia, Pennsylvania 19123 Url : www.temple.edu Career Services Manual Posting	N	0
34	Unknown (source not adequately identified upon inquiry by SEU)	N	2
35	Urban League of Philadelphia 121 S. Broad Street Philadelphia, Pennsylvania 19107 Phone : (215) 985-3220 Url : www.urbanleaguephila.org Email : info@urbanleaguephila.org Fax : 1-215-985-3227 Hoa Pham Prong 2 Ended Date: 5/20/2025	N	0
36	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:			8

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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	5/14/2025	Participation in events or programs sponsored by educational institutions	From May 14–31, 2025, the SEU’s Director of News and Community Affairs hosted a student from Friends Select School for her Senior Mentorship Program. During the weekly program, the student learned about broadcast operations, newsroom workflow, on-air production, digital media strategy, marketing, promotions, and career pathways in radio. Discussions also covered internship opportunities, employment qualifications, resume guidance, and the hiring process at iHeartMedia Philadelphia. The student participated in Q&A sessions, received informational career resources, and also shadowed our Digital Content Manager to gain practical industry exposure.	2	Director of News & Community Affairs Digital Content Manager

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2	7/10/2025	Establishment of an intern program designed to assist members of the community	<p>From July 10, 2025, through August 18, 2025, our SEU participated in the Philadelphia Youth Network's WorkReady Summer Program, a citywide internship initiative that provides young people with summer work experience, career exposure, and professional skill-building opportunities. During this six-week period, iHeartMedia Philadelphia accepted six students ranging from high school to college.</p> <p>The students shadowed staff across multiple departments and engaged in guided educational activities designed to give them firsthand insight into the broadcast industry. The SEU's Director of News and Community Affairs conducted individual mentorship sessions and participated in WorkReady interviews. Other members of the SEU involved were our On-Air Announcer/On-Air Talent, Board Operator, and Digital Content Manager.</p> <p>All six students received a comprehensive overview of broadcast operations, newsroom workflow, on-air production, digital media strategy, marketing, promotions, and both educational and career pathways in radio. Discussions also included internship opportunities, employment qualifications, resume preparation, and the hiring process at iHeartMedia Philadelphia. The experience concluded with Q&A sessions and the distribution of informational career resources.</p>	4	Director of News & Community Affairs On-Air Announcer/On-Air Talent Board Operator Digital Content Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	10/27/2025	Participation in events or programs sponsored by educational institutions	On October 27, 2025, the SEU's Region President spoke to the Intro to Public Relations Class at Drexel University, sharing his career path in broadcasting, his role at iHeartMedia, and guidance on entering the broadcasting industry. Students received an overview of broadcast operations, newsroom workflow, on-air production, digital media strategy, marketing, and promotions. The discussion also covered internship opportunities, employment qualifications, resume preparation, and iHeartMedia Philadelphia's hiring process. The visit included a Q&A session and distribution of informational career resources. Additionally, a representative from the Community College of Philadelphia provided details on media-related coursework for interested students.	1	Region President
4	1/20/2026	Participation in events or programs sponsored by educational institutions	On January 20, 2026, the SEU's Director of News and Community Affairs hosted two Media students from Temple University for an in-person job shadowing experience. The students received a behind-the-scenes tour of the station and a comprehensive overview of broadcast operations, including newsroom workflow, on-air production, digital media strategy, marketing, and promotions. The Director discussed career pathways in broadcasting, internship opportunities, required qualifications for employment, resume best practices, and the hiring process at iHeartMedia Philadelphia. The visit concluded with an interactive Q&A session, giving students the opportunity to ask questions and gain deeper insight into the industry.	1	Director of News & Community Affairs

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5	2/6/2026	Participation in events or programs sponsored by educational institutions	On October 2, 2025, the SEU's Region President spoke to the Intro to Public Relations Class at Drexel University, sharing his career path in broadcasting, his role at iHeartMedia, and guidance on entering the broadcasting industry. Students received an overview of broadcast operations, newsroom workflow, on-air production, digital media strategy, marketing, and promotions. The discussion also covered internship opportunities, employment qualifications, resume preparation, and iHeartMedia Philadelphia's hiring process. The visit included a Q&A session and distribution of informational career resources. Additionally, a representative from the Community College of Philadelphia provided details on media-related coursework for interested students.	1	Region President
6	3/18/2026	Participation in events or programs sponsored by educational institutions	On March 18, 2026, a Temple University student participated in a mentoring session. She received a behind-the-scenes tour of the station and a comprehensive overview of broadcast operations, including newsroom workflow, on-air production, digital media strategy, marketing, and promotions. The Director discussed career pathways in broadcasting, internship opportunities, required qualifications for employment, resume best practices, and the hiring process at iHeartMedia Philadelphia. The visit concluded with an interactive Q&A session, giving her the opportunity to ask questions and gain deeper insight into the industry.	1	Director of News & Community Affairs

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7	3/20/2026	Participation in Job Fairs	On March 20, 2026, our SEU's Director of News and Community Affairs participated in the 2025 Klein Career & Internship Fair at Temple University. Our Director of News and Community Affairs connected with job seekers and spoke to potential future employees while sharing job opportunities in broadcasting and radio and career opportunities with iHeart Media.	1	Director of News & Community Affairs