

**WEBG, WFNN, WJET, WRKT, WRTS, WTWF, WXBB**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Sales Executive	1-10	6

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Allegheny College 520 N Main Street Meadville, Pennsylvania 16335 Phone : 814-332-2381 Jim Fitch Manual Posting	N	0
2	Edinboro University of Pennsylvania 405 Scotland Road Frank G. Pogue Student Center, Suite 211 Edinboro, Pennsylvania 16444 Phone : 814-732-2781 Email : bmarquis@edinboro.edu Fax : 1-814-732-2909 Monica Clem	N	0
3	Gannon University 109 University Square Erie, Pennsylvania 16541 Phone : 814-871-7680 Erin Hart Manual Posting	N	0
4	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
5	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
6	Indeed.com - Not directly contacted by SEU	N	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career%20Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	0
8	Mercyhurst College 501 East 38th St. Erie, Pennsylvania 16546 Phone : 814-824-2424 Frank Rizzone Manual Posting	N	0
9	Penn State Behrend College 4701 College Dr. Reed Union Building, Room 125 (2nd floor) Erie, Pennsylvania 16563 Phone : 814-898-6164 Email : <a href="mailto:recruitbehrend@psu.edu">recruitbehrend@psu.edu</a> Fax : 1-814-898-6455 Mary Beth McCarthy	N	0
10	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>1</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	9/3/2025	Participation in events or programs sponsored by educational institutions	On September 3, 2025, our SEU's DJ/Announcer served as a guest speaker at the Radio and Communications Class at Penn State Behrend. During the session, he shared insights into his personal career path, his current role at iHeartMedia, educational requirements for pursuing a career in media. He 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	DJ/Announcer
2	3/19/2026	Participation in events or programs sponsored by educational institutions	On March 19, 2026, our SEU's Executive Vice President of Programming and our DJ/Announcer spoke to broadcasting students at Penn State University. They shared their career paths and described their current roles with iHeartMedia, providing insights into career opportunities both in broadcasting and within the company. During the session, they also air checked students' most recent shows, offering feedback and practical tips on how to improve on-air performance. They concluded by discussing how iHeartMedia could be part of the students' future career journey.	2	Executive VP of Programming DJ/Announcer
3	3/20/2026	Provision of training to management	On March 20, 2026, our SEU's Executive Vice President of Programming took the Becoming Conscious of Unconscious Bias training course provided by iHeartMedia Learning Center. The course explores how subtle, unintentional biases can impact workplace culture and provides tools to recognize and address them.	1	Executive VP of Programming

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4	3/24/2026	Participation in events or programs sponsored by educational institutions	On March 24, 2026, the SEU hosted students from the Life Skills Class at Northeast Middle School for an educational behind-the-scenes station tour. The Executive Vice President of Programming, Vice President of Sales, and two On Air Talents met with the students and discussed their individual career paths in broadcasting, their roles at iHeartMedia, and the wide range of career opportunities available within the company. The visit concluded with a Q&A session, allowing students to engage directly with staff and learn more about the industry.	4	Executive VP of Programming VP of Sales On-Air Talent On-Air Talent