

WHKF, WHP, WLAN, WLAN-FM, WRBT, WRVV, WTKT
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
Outside Sales Account Executive	1-25	10

WHKF, WHP, WLAN, WLAN-FM, WRBT, WRVV, WTKT

EEO PUBLIC FILE REPORT

April 1, 2025 - March 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
1	AM/FM Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 761-754-8177 Email : jobs@amfmjobs.com Mark Holloway	N	0
2	Broadcasting and Cable 5700 Wilshire Blvd. Ste. 120 Los Angeles, California 90036 Phone : 323-965-2089 Email : katie.rosa@reedbusiness.com Katie Rosa	N	0
3	Capital Region Career Link 349 Wiconisco St. Harrisburg, Pennsylvania 17110 Phone : 717-920-2852 Email : lrank@wibpa.org Fax : 1-717-772-0640 Lori Rank	N	0
4	Central Pennsylvania College College Hall & Valley Rds. Summerdale, Pennsylvania 17093 Phone : 717-728-2262 Email : stevehassinger@centralpenn.edu Steve Hassinger	N	0
5	Commonwealth University of PA 201 Student Service Center Bloomsburg, Pennsylvania 17815 Phone : 570-389-4070 Carol Barnett Manual Posting	N	0
6	Connecticut School of Broadcasting One Mall Dr. Suite 203 Cherry Hill, New Jersey Phone : 856-755-1200 Email : CSBCherryHill@gocsb.com Hope Willis	N	0

WHKF, WHP, WLAN, WLAN-FM, WRBT, WRVV, WTKT

EEO PUBLIC FILE REPORT

April 1, 2025 - March 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
7	Dickinson College - Career Center Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Tammy Heberlig Manual Posting	N	0
8	Elizabethtown College One Alpha Dr. Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Career Services Manual Posting	N	0
9	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
10	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
11	iHM Human Capital Acquisition	N	1
12	Indeed.com - Not directly contacted by SEU	N	1
13	Lebanon Valley College 101 North College Ave. Annville, Pennsylvania 17003 Phone : 717-867-6237 Sharon Givler Manual Posting	N	0

WHKF, WHP, WLAN, WLAN-FM, WRBT, WRVV, WTKT

EEO PUBLIC FILE REPORT

April 1, 2025 - March 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
14	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
15	Lycoming College 700 College Place Campus Box 154 Williamsport, Pennsylvania 17701 Phone : 570-321-4034 Email : cdc@lycoming.edu Peggy Kimble	N	0
16	Messiah College P.O. Box 4511 One College Ave. Grantham, Pennsylvania 17027 Phone : 717-691-6016 Dwayne Keiffer Manual Posting	N	0
17	Millersville University P.O. Box 1002 Millersville, Pennsylvania 17551 Phone : 717-872-3312 Margo Sassaman Manual Posting	N	0
18	Penn State Univ. Harrisburg Campus (Career Serv.) W117 Olmsted - 777 W. Harrisburg Pike Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : cmg11@psu.edu Colleen Guy	N	0
19	Penn State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : CMS324@psu.edu Collette Sacolick	N	0

WHKF, WHP, WLAN, WLAN-FM, WRBT, WRVV, WTKT

EEO PUBLIC FILE REPORT

April 1, 2025 - March 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
20	Shippensburg University 1871 Old Union Dr. Shippensburg, Pennsylvania 19257 Phone : 717-477-1521 Career Services Manual Posting	N	0
21	Temple University 1913 N. Broad St., 2nd Floor Philadelphia, Pennsylvania 19122 Phone : 215-204-4477 Kathy Frances Manual Posting	N	0
22	Unknown (source not adequately identified upon inquiry by SEU)	N	1
23	Wilson College 1015 Philadelphia Ave. Chambersburg, Pennsylvania 17201 Phone : 717-260-2006 X 3314 Heather Drumm Manual Posting	N	0
24	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
25	York College of PA Center Country Club Rd. York, Pennsylvania 17405 Phone : 717-815-1452 Alice Baldwin Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

WHKF, WHP, WLAN, WLAN-FM, WRBT, WRVV, WT KT

EEO PUBLIC FILE REPORT

April 1, 2025 - March 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/13/2025	Participation in events or programs sponsored by educational institutions	On June 13, 2025, our SEU hosted two students from Cedar Cliff High School for a behind-the-scenes tour of the broadcast facilities. During the visit, our Program Director/On-Air Talent shared his career path, discussed his current role with iHeartMedia, and highlighted the various career opportunities available within the broadcasting industry and at iHeart Media. The visit concluded with a Q&A session.	1	Program Director/On-Air Talent
2	9/30/2025	Participation in Job Fairs	On September 30, 2025, our SEU participated in the 2025 Job Expo Internship & Career Fair at Penn State University. Our Vice President of Sales engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia.	1	VP of Sales
3	10/8/2025	Participation in events or programs sponsored by educational institutions	<p>On October 8, 2025, our SEU's Vice President of Sales served as a guest speaker for the Professional Endeavors class at Shippensburg University. During the session, he shared his personal career journey in broadcasting and his current role at iHeartMedia. He provided students with guidance on pathways to careers in media and broadcasting, highlighting various opportunities within the industry.</p> <p>In addition to the presentation, he participated in mock interviews with students whose career interests aligned with his professional background. This allowed students to practice their interview skills in a realistic setting. The visit concluded with a Q&A session, allowing the students to engage with our Vice President and learn more about the industry.</p>	1	VP of Sales

WHKF, WHP, WLAN, WLAN-FM, WRBT, WRVV, WT KT
EEO PUBLIC FILE REPORT
April 1, 2025 - March 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	2/3/2026	Participation in events or programs sponsored by educational institutions	On February 3, 2026, the SEU hosted a behind-the-scenes station tour for students from Lower Dauphin High School. During the visit, the Vice President of Sales, Director of Promotions, Production Director, and Program Director/On-Air Talent shared their career journeys, discussed their roles at iHeartMedia, and highlighted the variety of career paths available in the industry and within iHM. The event concluded with a Q&A session, giving students the opportunity to engage directly and learn more about broadcasting careers.	4	VP of Sales Director of Promotions Production Director Program Director/On-Air Talent
5	2/26/2026	Participation in events or programs sponsored by educational institutions	On February 26, 2026, our SEU participated in the Shippensburg University Work-Based Learning Event. Our Vice President of Sales served as a guest speaker, sharing his career path, his role at iHeartMedia, and the range of career opportunities available in broadcasting and within iHM. Following his presentation, he participated as a guest interviewer, meeting with students whose coursework and career interests aligned with his background. During these mock interviews, students were able to practice their interview skills and receive feedback. The visit concluded with a Q&A session, giving students the opportunity to engage directly with him and learn more about the broadcasting industry.	1	VP of Sales
6	2/27/2026	Participation in Job Fairs	On February 27, 2026, our SEU participated in the 2026 Job Expo Internship & Career Fair at Penn State University. Our Vice President of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	VP of Sales

WHKF, WHP, WLAN, WLAN-FM, WRBT, WRVV, WTKT

EEO PUBLIC FILE REPORT

April 1, 2025 - March 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/9/2026	Participation in Job Fairs	On March 9, 2026, our SEU's Vice President of Sales participated in the Pennsylvania Technical Institute Virtual Job Fair. He spoke with attendees about careers in radio, shared insights into the broadcast industry, and discussed current employment opportunities available at iHeartMedia.	1	VP of Sales
8	3/11/2026	Participation in Job Fairs	On March 11, 2026, our SEU's Vice President of Sales participated in the Kutztown University Internship & Job Fair. He spoke with attendees about careers in radio, shared insights into the broadcast industry, and discussed current employment opportunities available at iHeartMedia.	1	VP of Sales
9	3/18/2026	Participation in events or programs sponsored by educational institutions	On March 18, 2026, our SEU hosted a studio tour for students from Centerville Middle School. During the visit, the Vice President of Sales, Promotions Director, Production Director, and two Program Directors spoke with the students about their career paths in broadcasting, their roles at iHeartMedia, and the wide range of career opportunities available within the company. Students were given a behind-the-scenes tour of the studios, where they observed various aspects of radio operations and programming. The visit concluded with a Q&A session, allowing students to engage directly with staff and learn more about the broadcasting industry.	4	VP of Sales Promotions Director Production Director Program Director

WHKF, WHP, WLAN, WLAN-FM, WRBT, WRVV, WTKT

EEO PUBLIC FILE REPORT

April 1, 2025 - March 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	3/26/2026	Participation in events or programs sponsored by educational institutions	On March 26, 2026, the SEU served as a panel guest for a Shippensburg University marketing class. The Vice President of Sales discussed his career path, his role at iHeartMedia, and the wide range of career opportunities within the broadcasting industry. He also participated in mock interviews with students, providing guidance on interview preparation and professional expectations. The visit concluded with a Q&A session, allowing students to engage directly with industry professionals and gain insight into careers in broadcasting and what to expect when attending job fairs.	1	VP of Sales
11	3/30/2026	Participation in events or programs sponsored by educational institutions	On March 30, 2026, our SEU hosted a studio tour with a student from Lampeter-Strasburg High School. During the visit, the Vice President of Sales, Promotions Director, Production Director, and Program Director spoke with the student about their career paths in broadcasting, their roles at iHeartMedia, and the wide range of career opportunities available within the company. She was given a behind-the-scenes tour of the studios, where she observed various aspects of radio operations and programming. The visit concluded with a Q&A session, allowing her to engage directly with staff and learn more about the broadcasting industry.	4	VP of Sales Promotions Director Production Director Program Director