

WAEB, WAEB-FM, WSAN, WZZO
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 Account Executive (Allentown/Reading)	1-15	7

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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	Cedar Crest College 100 College Dr. Allentown, Pennsylvania 18104 Phone : 800-360-1222 Career Services Manual Posting	N	0
2	Connecticut School of Broadcasting 535 Route 38 East Ste. 230 Cherry Hill, New Jersey 08002 Phone : 856-330-4701 Email : csbcherryhill@gocsb.com Brian Fish	N	0
3	DeSales University 2755 Station Ave. Center Valley, Pennsylvania 18034 Phone : 610-282-1100 Career Services Manual Posting	N	0
4	East Stroudsburg University 200 Prospect St. East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3211 Career Services Manual Posting	N	0
5	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
6	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
7	iHM Human Capital Acquisition	N	2
8	Indeed.com - Not directly contacted by SEU	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Kutztown University P.O. Box 730 Kutztown, Pennsylvania 19530 Phone : 610-683-4000 Career Services Manual Posting	N	0
10	Lehigh County Community College 718 Hamilton Mall Allentown, Pennsylvania 18101 Email : hroffice@lccc.edu Career Services	N	0
11	Lehigh University 27 Memorial Dr. West Bethlehem, Pennsylvania 18015 Phone : 610-758-3000 Career Services Manual Posting	N	0
12	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	0
13	Unknown (source not adequately identified upon inquiry by SEU)	N	3
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
15	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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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	4/25/2025	Participation in events or programs sponsored by educational institutions	On April 25, 2025, the CHR Format Director from our SEU served as a virtual guest speaker for a communications class at DeSales University. During the session, he shared his personal career journey in broadcasting and his current role at iHeartMedia. He discussed various career paths within the broadcasting and media industry, highlighted employment opportunities available at iHeartMedia, and provided guidance on how to explore company-wide job openings. His presentation aimed to inspire students to consider careers in media and broadcasting.	1	CHR Format Director
2	10/24/2025	Participation in Job Fairs	On October 24, 2025, our SEU participated in the Temple University Klein College Virtual Career & Internship Fair. Our Market President discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	Market President
3	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 shared their career journeys, discussed their roles at iHeartMedia, and highlighted the variety of career paths available in the industry and within the company. 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 Hamilton

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	3/2/2026	Participation in events or programs sponsored by educational institutions	On March 2, 2026, our SEU hosted a group of students from Innovative Arts Academy. The visit was led by our Market President, Director Promotional Activation, Senior Vice President of Programming, News Director and several other members of the SEU. During the visit, the students received a behind-the-scenes look at our broadcast operations. The team discussed careers in broadcasting, internship and employment opportunities at iHeartMedia, and provided station materials. The visit concluded with a Q&A session, allowing students to ask questions and learn more about the industry.	4	Market President Director Promotional Activation SVP of Programming News Director
5	3/9/2026	Participation in events or programs sponsored by educational institutions	On March 9, 2026, our SEU hosted a group of students from Kutztown University for a station tour. During the visit, our Director Promotional Activation, Senior Vice President of Programming, and News Director spoke with students about careers in broadcasting and the wide range of opportunities available at iHeartMedia. They answered student questions about radio careers and provided a behind-the-scenes tour of our broadcast facilities. Additional staff participants included our On-Air Talents and Outside Account Executive.	3	Director Promotional Activation SVP of Programming News Director
6	3/25/2026	Participation in events or programs sponsored by educational institutions	On March 25, 2026, our SEU hosted students from Adventures in Learning Homeschoolers for a station tour. Our Market President, along with members of our Promotions, Programming, and Sales teams, discussed their careers in broadcasting and the many career opportunities available at iHeartMedia. They answered students' questions about careers in the broadcast industry and provided a behind-the-scenes tour of the studios. This experience provided valuable insight into a potential future career in media.	4	Market President Director Promotional Activation SVP of Programming Outside Account Executive