

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM
EEO PUBLIC FILE REPORT
June 1, 2025 - May 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.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	2/10/2026	Participation in Job Fairs	On February 10, 2026, our Market President participated in a Career Fair at Ohio University. During the fair, our Market President engaged with attendees by discussing careers in radio, accepting resumes, sharing information about internship and employment opportunities, and distributing materials about iHeartMedia.	1	Market President
2	2/18/2026	Participation in events sponsored by organizations representing the community	On February 18, 2026, several high school and college students from the Boys and Girls Club participated in a job shadowing experience with the Region Senior Vice President of Programming at 98.1 WKDD as part of a school project focused on career exploration. The students spent the day learning about the broadcasting industry, including job duties and responsibilities, event planning and setup, and the daily operations involved in managing a radio station. This hands-on experience provided valuable insight into potential careers in the media industry.	1	Region SVP of Programming
3	3/5/2026	Participation in events or programs sponsored by educational institutions	On March 5, 2026, our SEU hosted Business and Marketing teachers from Maple High School for a station tour. During the visit, the Market President discussed the business operations that support iHeartMedia's success and explained how marketing roles and objectives align with the company's overall goals. Participants received a behind-the-scenes tour of broadcast operations, learned about career opportunities in broadcasting both broadly and within iHeartMedia, and were provided with station information. The visit concluded with an interactive Q&A session, allowing attendees to ask questions and gain a deeper understanding of the broadcast and marketing fields and the media industry as a whole.	1	Market President

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4	5/5/2026	Participation in events or programs sponsored by educational institutions	<p>On May 5, 2026, the SEU's Market President hosted Dean of the Case Western Reserve University Weatherhead School of Management for a behind-the-scenes station tour focused on career exploration and broadcast operations. During the visit, the CEO participated in an on-air Q&A for CEOs You Should Know with the Market President to discuss the future of business school where they bridge innovation, AI technology, and entrepreneurships in all industries. programs that support students and inspire education and learning opportunities that highlight various choices through presenting different career pathways, and employment options through workforce development and through relationships with different businesses and industries.</p> <p>Our Market President also provided an overview of the broadcasting industry, including job duties, responsibilities, workforce development opportunities, and the daily operations involved in managing a radio station. He discussed career paths within iHeartMedia and the broader media industry. This engagement provided valuable insight into potential careers in broadcasting and media, as well as the opportunities available at iHeartMedia and how the industry can connect with students from his university.</p>	1	Market President

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5	5/6/2026	Participation in events sponsored by organizations representing the community	On May 6, 2026, our SEU attended Destination Cleveland's 2026 Annual Meeting. Our Outside Account Executives participated and networked with attendees, engaging in discussions about their roles at iHeartMedia and careers in radio and broadcasting. They shared information about employment opportunities within iHeartMedia and the broadcast industry and distributed station and materials to attendees.	2	Outside Account Executive Outside Account Executive
6	5/12/2026	Provision of training to management	On May 12, 2026, our SEU's Vice President of Sales 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	VP of Sales

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7	5/12/2026	Participation in events sponsored by organizations representing the community	<p>On May 12, 2026, the SEU's Sales Coordinator, Account Executive, and two Outside Account Executives participated in the Greater Cleveland Partnership's Annual Meeting, a regional event that brings together business leaders, educators, and community organizations to discuss workforce development, economic growth, and career opportunities. The event included networking sessions and presentations focused on talent development and industry trends.</p> <p>During the event, the team engaged with attendees by discussing careers in radio and the broadcasting industry, sharing information about employment opportunities at iHeartMedia, and helping to inspire and inform attendees about potential careers in media. The team also connected with representatives from local businesses, educational institutions, and workforce development organizations, further supporting outreach efforts and expanding awareness of career opportunities within the broadcasting and media industry.</p>	4	VP of Sales Account Executive Outside Account Executive Outside Account Executive

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8	5/14/2026	Participation in events or programs sponsored by educational institutions	<p>On May 14, 2025, the SEU's Market President hosted the President and CEO of the Junior Achievement Board for a behind-the-scenes station tour focused on career exploration and broadcast operations. During the visit, the CEO participated in an on-air Q&A for CEOs You Should Know with the Market President to discuss the Junior Achievement Experiential Learning Center, including its role in preparing students for careers through mock interviews, resume workshops, and experiential learning opportunities that highlight various industries, career pathways, and employment options.</p> <p>Our Market President also provided an overview of the broadcasting industry, including job duties, responsibilities, and the daily operations involved in managing a radio station. He discussed career paths within iHeartMedia and the broader media industry. This engagement provided valuable insight into potential careers in broadcasting and media, as well as the opportunities available at iHeartMedia.</p>	1	Market President
9	5/21/2026	Participation in Job Fairs	<p>On May 21, 2026, the SEU's Vice President of Sales participated in Cleveland's All-Professions Career Fair. During the event, he engaged with attendees by discussing careers in radio, sharing information about employment opportunities in broadcasting, and distributing station materials.</p>	1	VP of Sales