

WIBA, WIBA-FM, WMAD, WTSO, WXXM, WZEE
EEO PUBLIC FILE REPORT
August 1, 2025 - July 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.		

WIBA, WIBA-FM, WMAD, WTSO, WXXM, WZEE**EEO PUBLIC FILE REPORT****August 1, 2025 - July 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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.			

WIBA, WIBA-FM, WMAD, WTSO, WXXM, WZEE**EEO PUBLIC FILE REPORT****August 1, 2025 - July 31, 2026****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/17/2025	Participation in Job Fairs	On September 17, 2025, our SEU's Market President participated in the Wisconsin Broadcaster's Association Job Fair. She engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia.	1	Market President
2	9/18/2025	Participation in Job Fairs	On September 18, 2025, the SEU participated in the Milwaukee's 25th Annual Community Employment Day themed "Getting America Back to Work in 2025." The SEU's Program Director engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia.	1	Program Director
3	9/25/2025	Provision of training to management	On September 17, 2025, our Vice President of Sales participated in the EEO training session titled "Hiring Smart for Broadcasters: Legal Issues in Hiring and Effective Strategies to Promote Equal Employment Opportunity and Prevent Unlawful Discrimination," held at the Madison Marriott West in Middleton, Wisconsin. The session reviewed FCC EEO requirements and best practices, including the wide dissemination of all full-time job openings, effective recruitment outreach, maintaining detailed recruitment and workforce documentation, and tracking race, ethnicity, and gender data. The training also addressed lawful hiring practices, strategies to prevent unlawful discrimination, and the potential consequences of non-compliance with FCC EEO rules, reinforcing the station's commitment to equal employment opportunity and regulatory compliance.	1	VP of Sales

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	2/28/2026	Participation in Job Fairs	On February 28, 2026, our SEU's Market President participated in the Wisconsin Broadcaster's Association 2026 Student Seminar Job Fair. She engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia.	1	Market President
5	6/17/2026	Participation in events sponsored by organizations representing the community	On June 17, 2026, our SEU's Market President participated in the Wisconsin Broadcaster's Association Job Fair. She engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia.	1	Market President