

WCHI, WGCI-FM, WGRB, WKSC-FM, WLIT-FM, WVAZ, WVON
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
Senior Account Executive	1-12, 14-49	17
Vice President of Urban Programming	13	13

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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
1	AACF Computer Learning Center 6707 North Ave. Oak Park, Illinois 60302 Phone : (708) 848-1700 Url : http://www.aacfworks.org/ Email : info@aacfworks.org Fax : 1-708-848-3701 Tami Yarbrough Prong 2 Ended Date: 10/1/2025	N	0
2	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : (309) 794-7339 Url : http://www.augustana.edu/x649.xml Jamie McKenzie Manual Posting	N	0
3	Ball State University 2000 W. University Ave Lucina Hall 22 Muncie, Indiana 47306 Phone : (765) 285-2431 Url : http://cms.bsu.edu/About/AdministrativeOffices/Car Email : careercenter@bsu.edu Fax : 1-765-285-3757 Amy Logan Prong 2 Ended Date: 10/1/2025	N	0
4	Benedictine University 5700 College Drive Lisle, Illinois 60532 Phone : (630) 829-6037 Url : http://www.ben.edu/resources/careerdevelopment/bul Email : career@ben.edu Fax : 1-630-829-6043 Julie Cosimo Prong 2 Ended Date: 10/1/2025	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
5	Chicago House and Social Service Agency 1925 N. Clybourn Avenue Suite 401 Chicago, Illinois 60614 Phone : (708) 248-5200, Ext. 386 Url : www.chicagohouse.org Email : info@chicagohouse.org James Henderson	N	0
6	Chicago State University 9501 S. King Drive Chicago, Illinois 60628 Phone : (773) 995-2327 Url : http://www.csu.edu/careerdevelopment/ Email : careercenter@csu.edu Penny Bailey Prong 2 Ended Date: 10/1/2025	N	0
7	Chicago Urban League 4510 S. Michigan Chicago, Illinois 60653 Phone : (773) 624-8812 Url : www.thechicagourbanleague.com Email : lparks@chiul.org Lynetta Parks	N	0
8	City Colleges of Chicago 180 N Wambash Chicago, Illinois 60601 Phone : 773) 291-6366 Url : www.ccc.edu Email : Chaymond-bussell@ccc.edu Charlene Haymond-Bussell	Y	0
9	DePaul University 1 E. Jackson Chicago, Illinois 60604 Phone : (312) 362-5874 Url : http://careercenter.depaul.edu/employer/hire/post_ Career Services Manual Posting	N	0

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10	Eastern Illinois University 1301 Human Services Center 600 Lincoln Avenue Charleston, Illinois 61920 Phone : (217) 581-2412 Url : http://www.eiu.edu/careers/ Email : eiu_employment@eiu.edu Fax : 1-217-581-2222 Lisa Hugg Prong 2 Ended Date: 10/1/2025	N	0
11	Elmhurst College 190 Prospect Avenue Elmhurst, Illinois 60126 Phone : (630) 617-3190 Url : www.elmhurst.com Email : alfie.chelette@elmhurst.edu Fax : 1-630-617-3464 Alfie Chelette	Y	0
12	Employee Referral	N	2
13	Exigent Circumstances	N	1
14	Greater Far South Halsted (IL Route 1) Chamber of Commerce 10615 South Halsted Street Chicago, Illinois 60628 Phone : 518-556-1641 Email : greaterfarsouthhalstedcc@gmail.com Fax : 1-773-941-4019 Linda Clarke Prong 2 Ended Date: 10/1/2025	N	0
15	Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : (312) 553-3000 Url : http://hwashtington.ccc.edu/studentservices/career Email : kbowens3@ccc.edu Kim Bowens Prong 2 Ended Date: 10/1/2025	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Heartland Alliance Human Care 4411 N. Ravenswood Avenue Chicago, Illinois 60640 Phone : (773) 336-6038 Url : heartlandalliance.org Email : dedaniels@heartlandalliance.org Demetrius Daniels Prong 2 Ended Date: 10/1/2025	N	0
17	iHeartMedia Recruiter	N	5
18	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
19	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
20	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : (618) 985-5555 Url : www.ilba.org Email : dgray@ilba.org Debra Gray	N	0
21	Illinois Media School-Chicago Campus 210 South Clark Suite 1900 Chicago, Illinois 60603 Phone : (312)-566-7972 Url : www.beonair.com Email : cklinger@beonair.com Fax : 1-216-930-4339 Christine Klinger Prong 2 Ended Date: 10/1/2025	N	0

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22	Illinois Media School-Lombard Campus 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : (630) 519-1394 Url : http://www.beonair.com Email : dlingemann@beonair.com Dustin Lingemann Prong 2 Ended Date: 10/1/2025	N	0
23	Indeed.com - Not directly contacted by SEU	N	6
24	Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Phone : (800) 248-4242 Ext. 711 Url : www.insideradio.com Email : genemckay@insideradio.com Gene McKay	N	0
25	Lake Forest College 555 N. Sheridan Rd. Lake Forest, Illinois 60045 Phone : (847) 234-3100 Url : http://www.lakeforest.edu/life/cac/default.asp Email : degross@lakeforest.edu Helene Degross Prong 2 Ended Date: 10/1/2025	N	0
26	LinkedIn - Not directly contacted by SEU	N	2
27	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	18

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Media Advertising Club of Chicago 315 New Salem Park Forest, Illinois 60466 Phone : 773-892-7217 Email : info@themacchicago.com Kelsey Del Monico Prong 2 Ended Date: 10/1/2025	N	0
29	Miller Broadcast Management, Inc. 616 W. Fulton Street, Suite 516 Chicago, Illinois 60661 Phone : (312) 454-1111 Url : http://www.millerbroadcast.com/ Email : info@millerbroadcast.com Fax : 1-312-454-0044 Matt Miller Prong 2 Ended Date: 10/1/2025	N	0
30	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Url : http://www.millikin.edu/career/Pages/default.aspx Email : career-center@millikin.edu Lashonda Anderson Prong 2 Ended Date: 10/1/2025	N	0
31	Moody Bible Institute 820 N. LaSalle Chicago, Illinois 60610 Phone : 312-329-4414 Url : http://www.moody.edu/edu_mainpage.aspx?id=5340 Email : careerdev@moody.edu Patrick Friedline Prong 2 Ended Date: 10/1/2025	N	0
32	National Association of Black Journalists Chicago Chapter P.O. Box 81228 Chicago, Illinois 60681-0228 Phone : (773) 960-8304 Email : secretary@nabjchicago.org Tony Smith	N	0

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33	National Association of Hispanic Journalists Region 6 547 S. Clark Street Unit 401 Chicago, Illinois 60605 Phone : (630) 605-8055 Email : nahj.chi@gmail.com Blanca Rios	N	0
34	Non-Employee Referral	N	1
35	Northeastern Illinois University 5500 N. St. Louis Avenue Chicago, Illinois 60625 Phone : (773) 442-4680 Url : http://www.neiu.edu/~deptpoff/employers/index.htm Career Services Manual Posting	N	0
36	Northwestern Career Advancement 620 Lincoln Street Evanston, Illinois 60208 Phone : (847) 491-3700 Url : http://www.scs.northwestern.edu/student/ Email : nca@northwestern.edu Kim Corbin	Y	0
37	Olivet Nazarene University One University Avenue Bourbonnais, Illinois 60914 Phone : (815) 939-5243 Url : www.olivet.edu Email : careers@olivet.edu Fax : 1-815-939-5094 Poppy Miller Prong 2 Ended Date: 10/1/2025	N	0
38	On-Air Announcement (One or More SEU Stations)	N	1
39	Podcast - Not directly contacted by SEU	N	1
40	Radio Facts 11054 Venture Blvd. #142 Studio City, California 91604 Phone : (323) 285-6099 Url : www.radiofacts.com Email : staff@radiofacts.com Kevin Ross	N	0

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41	Rainbow/Operation Push 930 E. 50th Street Chicago, Illinois 60615 Phone : (773) 373-3366 Url : http://rainbowpush.org/ Email : info@rainbowpush.org Candice Brown Prong 2 Ended Date: 10/1/2025	N	0
42	Robert Morris College 401 S. State Street Chicago, Illinois 60605 Phone : 312-935-4422 Url : http://www.robertmorris.edu/careerservices/ Email : careers@rmu.edu Bonnie Boersma Prong 2 Ended Date: 10/1/2025	N	0
43	Saint Xavier University 3700 West 103rd Street Chicago, Illinois 60655 Phone : (773) 298-3132 Url : www.sxu.edu Email : centerforsuccess@sxu.edu Career Services Prong 2 Ended Date: 10/1/2025	N	0
44	Southern Illinois University 1263 Lincoln Drive Suite 179, MC 4703 Carbondale, Illinois 62901 Phone : (618) 453-2603 Url : http://careerservices.siu.edu/ Email : careerdevelopment@siu.edu Thomas Becker Prong 2 Ended Date: 10/1/2025	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	The Chicago Chapter of the Alliance for Women in Media 1213 W. Lexington Chicago, Illinois 60607 Phone : (773) 636-8925 Url : www.awmchicago.org Email : sh7175@yahoo.com Sandra Hernandez	N	0
46	The Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : https://www.sbe.org/ Email : sjones@sbe.org Scott Jones	N	0
47	Unknown (source not adequately identified upon inquiry by SEU)	N	5
48	Wilbur Wright College 4300 N. Narragansett Chicago, Illinois 60634 Phone : (773) 481-8527 Url : http://wright.ccc.edu/services/job_placement/ Email : wrightcareercenter@ccc.edu Irene Home Prong 2 Ended Date: 10/1/2025	N	0
49	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			44

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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	8/5/2025	Participation in events or programs sponsored by educational institutions	On August 5, 2025, our SEU hosted students from Naperville School of Rock for a behind-the-scenes tour of our broadcast facilities. During the visit, the participants shadowed our On-Air Talent to observe a typical workday and gain insight into radio operations. Our Senior Vice President of Public Engagement discussed careers in broadcasting, 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.	2	SVP of Public Engagement On-Air Talent
2	8/22/2025	Participation in events or programs sponsored by educational institutions	On August 22, 2025, our SEU's On-Air Talents served as speakers during Johnson College Prep's Career Day. They shared their journeys into the broadcasting industry, beginning in entry-level and part-time roles and advancing into positions as on-air personalities and promotional leaders. They discussed their current responsibilities at iHeartMedia, various career opportunities available in radio and broadcasting, and the skills and experience needed to succeed in the industry. They also highlighted internship and employment opportunities at iHeartMedia, provided insight into potential career paths in media, and conducted a Q&A session with students, allowing attendees to engage directly and learn more about careers in broadcasting.	2	On-Air Talent On-Air Talent

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	2/2/2026	Participation in events or programs sponsored by educational institutions	On February 2, 2026, the SEU hosted students from the Hammond Area Career Center's Radio and Television Broadcasting program for a job shadowing experience. Our Senior Vice President of Programming and an On-Air Talent provided a guided tour of the broadcast studios, discussed their career paths in broadcasting, and demonstrated live radio operations by allowing the students to observe a segment of the nationally syndicated Fred Show as it aired. During the visit, they also shadowed various staff members and learned about career opportunities in programming, promotions, sales, and engineering. Additional iHM participants included our Promotions Director/On-Air Talent, the Executive Producer, and a Producer, and Board Operator, who shared information about their roles and the skills, training, and experience needed for future employment in the broadcasting industry. This hands-on experience provided valuable insight into the daily operations of a radio station and helped the students explore potential career paths in media and broadcasting.	4	SVP of Programming On-Air Talent Promotions Director/On-Air Talent Executive Producer

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4	3/2/2026	Establishment of an intern program designed to assist members of the community	From March 2, 2026, through June 1, 2026, the SEU partnered with Northwestern University to host six student interns who received hands-on exposure to careers in broadcasting, marketing, promotions, programming, sales, and digital media. Throughout the internship program, students worked alongside station leadership and staff, gaining practical experience through promotional events, content creation, community engagement initiatives, and daily broadcast operations. The internship provided participants with a comprehensive understanding of the media industry while helping them develop professional skills relevant to careers in broadcasting and entertainment. The program was highly successful, resulting in two interns being retained and hired into the SEU's Promotions Department upon completion of the internship. Their transition into ongoing roles demonstrates the effectiveness of the partnership in developing emerging talent and creating career opportunities within iHeartMedia. IHM Participants included our Senior Vice President of Programming, Director of Marketing and Promotions, Assistant Program Director/Music Director/On-Air Talent of WLIT and WKSC, Director of Brand Strategy and Format Lead of WLIT, and our DJ/Announcer.	4	SVP of Programming Director of Marketing and Promotions Director of Brand Strategy and Format Lead Assistant Program Director/Music Director/On-Air Talent

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5	3/13/2026	Participation in events or programs sponsored by educational institutions	On March 13, 2026, the SEU's On-Air Talent served as a guest speaker at Proviso West High School's Teen Votes Matter Rally in Hillside, Illinois. During the event, she shared her career journey and discussed her role as an On-Air Talent with iHeartMedia. She provided students with information about the variety of career opportunities available in the broadcasting industry. She also discussed her favorite aspects of working in radio, particularly the opportunity to connect with listeners and engage with the community through music and entertainment. Additionally, she emphasized the importance of community involvement and using one's voice to make a positive impact, highlighting the significance of voting and voter registration.	1	On-Air Talent
6	4/7/2026	Participation in events or programs sponsored by educational institutions	On April 7, 2026, the SEU hosted a student from DePaul University for a job shadowing experience. Our Promotions Director/On-Air Talent and Board Operator provided a guided tour of the broadcast studios, discussed their career paths, and demonstrated live radio operations by allowing the student to observe a segment of the nationally syndicated Fred Show as it aired. He also shadowed staff members and gained insight into the coordination and execution of an ensemble morning show, while learning about career opportunities in programming, promotions, sales, and engineering. Following the tour, the Senior Vice President of Programming met with him to discuss his role at iHeartMedia, the broadcasting industry, and iHeartMedia's leadership in radio and digital media. The visit concluded with a Q&A session, providing him with additional information about careers in broadcasting and media.	3	SVP of Programming Promotions Director/On-Air Talent Board Operator

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7	4/23/2026	Participation in events or programs sponsored by educational institutions	On April 23, 2026, the SEU's On-Air Talent served as a guest speaker at the Rich Township High School Future Ready Celebration in Tinley Park, Illinois. During the event, she shared her career journey and discussed her role at iHeartMedia as an on-air personality. She emphasized the importance of education, professional development, and the skills needed to pursue a successful career in the media and broadcasting industry. She also provided students with insight into the wide range of career opportunities available in broadcasting and outlined the qualifications, experiences, and personal attributes that can help individuals enter and succeed in the field. Additionally, she shared personal experiences and strategies for overcoming life's obstacles, encouraging attendees to remain focused on their goals, persevere through challenges, and confidently pursue their dreams.	1	On-Air Talent

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8	6/17/2026	Participation in events or programs sponsored by educational institutions	On June 17, 2026, the SEU participated in the Chicago Urban League 13th Annual Citywide Job Fair. The Senior Vice President of Programming served as a featured speaker, discussing his career path in broadcasting, strategies for breaking into the media industry, and the educational requirements and skills needed to pursue a career in radio and broadcasting. In addition to the speaking engagement, the SEU actively participated in the job fair through the involvement of the Senior Vice President of Programming and the Director of Marketing and Promotions. They engaged with job seekers, discussed careers in broadcasting and radio, shared information about iHeartMedia employment opportunities, answered questions about the industry, and collected resumes from interested candidates. The SEU also promoted the event through on-air advertisements.	2	SVP of Programming Director of Marketing and Promotions