

WCAO, WPOC, WQSR, WZFT
EEO PUBLIC FILE REPORT
June 1, 2025 - May 31, 2026

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive - Baltimore	1-5, 8-16, 18-19, 21-27, 29-33, 35-37	12
Account Executive - Baltimore	1-5, 8-16, 18-19, 21-27, 29-33, 35-37	36
Account Executive - Baltimore	1-5, 8-16, 18-19, 21-27, 29-33, 35-37	22
Account Executive - Baltimore	1-6, 8-11, 13-14, 16, 18-37	22
Account Executive - Baltimore	1-6, 8-11, 13-14, 16, 18-37	28
Outside Account Executive	1-5, 7-9, 11-27, 29-33, 35, 37	12
Outside Account Executive	1-5, 7-9, 11-27, 29-33, 35, 37	15

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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	Asian Women's Self Help Association 1140 Connecticut Avenue Suite 1200 Washington DC, Washington 20036 Phone : 202-683-2019 Url : http://www.ashaforwomen.org Email : coordinator@ashaforwomen.org Career Services	N	0
2	Columbia School of Broadcasting 3947 University Drive Fairfax, Virginia 22030 Phone : 703-591-6000 Url : http://www.columbiaschoolbroadcast.com Email : cujcareers@columbia.edu Fax : 1-703-591-6147 William Butler	N	0
3	Community of Hope 1717 Massachusetts Avenue NW Suite 805 Washington, District of Columbia 20036 Phone : 202-407-7750 Url : http://www.communityofhopedc.org/ Email : hr@cohdc.org Brittany Simpson Prong 2 Ended Date: 7/28/2025	N	0
4	Connecticut School of Broadcasting 611 Route 46 West, Suite 102 Hasbrouck, New Jersey 7642 Phone : 201-288-7900 Url : http://www.gocsb.com Email : info@gocsb.com Fax : 1-201-288-7901 Micahel Ryan Prong 2 Ended Date: 7/28/2025	N	0
5	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : http://www.coppin.edu Email : CareerServices@coppin.edu Fax : 1-410-951-3920 Linda Beowie	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
6	Employee Referral	N	1
7	Former Intern	N	1
8	George Washington University Div. of HR/Foggy Bottom Campus 2033 K Street NW Suite 220 Washington DC, Washington 20052 Phone : 202-994-6495 Url : http://www.gwu.edu Email : ChrisRoy@Gw.edu Fax : 1-202-994-9680 Christine Roy	N	0
9	Greater Washington Workforce Development Collaborative 1201 15th Street NW #430 Washington, Delaware 20005 Email : dleary@thecommunityfoundation.org Greater Washington Workforce Development Collaborative	N	0
10	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703-671-5666 ext 32 Url : http://www.hcva.org Fax : 1-703-671-2325 Stella Clavijo	N	0
11	Howard University 525 Bryant Street NW Suite 109 Washington DC, Washington 20059 Phone : 202-806-7513 Url : http://www.howard.edu Email : Huocreruit@gmail.com Fax : 1-202-462-4267 Ladi Sanu	N	0
12	iHeart Radio Station Website (navigation link to corporate careers website)	N	2
13	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

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14	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	4
15	Indeed.com - Not directly contacted by SEU	N	3
16	Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Phone : (800) 248-4242 x708 Email : kevin@insideradio.com Fax : 1-877-270-3998 Kevin Owens	N	0
17	Instagram - Not directly contacted by SEU	N	1
18	Japanese American Citizens League 1850 M Street NW Suite 1100 Washington DC, Washington 20036 Phone : 202-223-1240 Url : http://www.jacl.org Email : policy@jacl.org Fax : 1-202-296-8082 Career Services	N	0
19	Jewish War Vets of the USA 1 Ivory Crest Court Baltimore, Maryland 21209 Phone : 410-653-5577 Url : http://www.jwv.org Email : jwv@jwv.org Fax : 1-410-653-2334 Erwin Burtnick	N	0
20	Job/Career Fair - See Section III	N	2
21	Korean Community Service Center 7700 Little River Turnpike #406 Annandale, Virginia 22003 Phone : 703-354-6345 Url : http://www.kcsgw.org Email : lienhickey@gmail.com Fax : 1-703-354-6391 Lien Hickey	N	0

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22	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	17
23	Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2000 Email : mdemanss@loyola.edu Fax : 1-410-617-5125 na na	N	0
24	McDaniel College 2 College Hill Westminster, Maryland 21157 Phone : 410- 871-3305 Url : http://www.mcdaniel.edu/undergraduate/the-mcdaniel Email : CEO@mcdaniel.edu na na	N	0
25	Montgomery College RA 108 51 Mannakee Rockville, Maryland 20850 Phone : 240-567-5062 Url : http://cms.montgomerycollege.edu Email : beth.reilly@montgomerycollege.edu Career Services	N	0
26	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nmann@nab.org Fax : 1-202-429-5343 Career Services	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
27	National Council of Negro Women 633 Pennsylvania Avenue NW Washington DC, Washington 20005 Phone : 202-737-0120 Url : http://www.ncnw.org Email : info@ncnw.org Fax : 1-202-737-0476 Cassandra Wint	N	0
28	Non-Employee Referral	N	1
29	Notre Dame of Maryland University 4701 North Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : http://www.ndm.edu/offices-and-services/career-cen Email : career@ndm.edu Tia Lewis	N	0
30	Omega Studios' School of Applied Recording Arts & Sciences 5609 Fishers Lane Rockville, Maryland 20852 Phone : 301-230-9100 Url : www.omegastudios.com Email : robert@omegastudios.com Robert Adams Prong 2 Ended Date: 7/28/2025	N	0
31	Salisbury University 1101 Camden Avenue Salisbury, Maryland 21801 Phone : 410-543-6000 Email : swcareer4@salisbury.edu Fax : 1-410-546-6910 Daquan Mincy	N	0
32	Silver Spring Vet Center 10411 Motor City Dr. 5th Floor Bethesda, Maryland 20817 Phone : 240-395-1428 Email : Wayne.Miller3@va.gov Wayne Miller	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
33	Stevenson University 1525 Greenspring Valley Road Stevenson, Maryland 21153 Phone : 443-352-4477 Email : careerservices@stevenson.edu Fax : 1-443-352-4475 n/a na	N	0
34	United Black Fund 2500 Martin Luther King Jr. Avenue SE Washington DC, Washington 20020 Url : http://www.ubfinc.org Email : UnitedBlackFund@ubfinc.org Career Services Prong 2 Ended Date: 7/28/2025	N	0
35	University of District of Columbia 4200 Connecticut Ave NW Washington DC, Washington 20008 Phone : 202-274-5800 Url : http://www.udc.edu Email : careerservices@udc.edu Lydia Williams	N	0
36	Unknown (source not adequately identified upon inquiry by SEU)	N	9
37	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:			41

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2025	Participation in events or programs sponsored by educational institutions	On October 1, 2025, our SEU's Vice President of Sales participated in the Frostburg University Virtual Career Fair with students from Frostburg University in Frostburg, Maryland. He engaged with job seekers, shared insights into careers in broadcasting and radio, and promoted employment opportunities available at iHeartMedia.	1	SVP of Sales
2	11/4/2025	Participation in events or programs sponsored by educational institutions	On November 4, 2025, the SEU hosted students from the Calvert Hall College High School varsity football team for a station tour. They received a behind-the-scenes look at studio operations and participated in a one-hour on-air segment discussing the upcoming Turkey Bowl game, gaining experience in live broadcasting and audience engagement. Students also created social media content and learned how broadcast and digital platforms work together. The Assistant Program Director and Promotions Event Support team member shared insights on their career paths and discussed opportunities and careers in broadcasting. The visit ended with a Q&A session, providing students the chance to connect with staff and explore the industry further.	2	Assistant Program Director Promotions Event Support
3	11/20/2025	Participation in events or programs sponsored by educational institutions	On November 20, 2025, the SEU hosted students from the Hereford High School Cheer Team for a station tour. Students received a behind-the-scenes look at broadcast operations, participated on-air for approximately one hour, and created social media content during their visit. The Assistant Program Director and Promotions Event Support team members met with the students to discuss their career paths, explain their roles at iHeartMedia, and highlight career and internship opportunities in broadcasting.	2	Assistant Program Director Promotions Event Support

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/24/2025	Participation in events or programs sponsored by educational institutions	On November 24, 2025, the SEU hosted students from Loyola Blakefield High School for a station tour. Members of the varsity football team were given a behind-the-scenes overview of broadcast operations, took part in an on-air segment for approximately one hour, and created social media content during their visit. The Assistant Program Director and Promotions Event Support also spoke with the students about their career paths, their roles at iHeartMedia, and highlighted career and internship opportunities in broadcasting.	2	Assistant Program Director Promotions Event Support
5	1/14/2026	Participation in events or programs sponsored by educational institutions	On January 14, 2026, the SEU's Vice President of Sales participated in the College Bound Foundation's Annual Career, Internship, and Study Abroad Fair held at Towson University's West Village Commons. The event was attended by over 300 upperclassmen. During the fair, he spoke with students about his career path in broadcasting, discussed the radio and audio industry, and shared information about career and internship opportunities with iHeartMedia.	1	VP of Sales
6	3/31/2026	Participation in events or programs sponsored by educational institutions	On March 31, 2026, the SEU's Vice President of Sales participated in a tabling recruitment event at Towson University. He hosted a table in Stephens Hall, where he engaged with students and members of the campus community to promote career opportunities with iHeartMedia Baltimore. Freshmen, sophomores, and juniors were encouraged to apply for the Part-Time Promotions Assistant position, while seniors were encouraged to apply for the Outside Account Executive role. Promotional items were distributed, and a QR code linking directly to the iHeartMedia Baltimore careers page was provided to facilitate the application process.	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
7	4/17/2026	Participation in events or programs sponsored by educational institutions	On April 17, 2026, the SEU participated in a Towson University School of Business and Economics marketing and sales role-play event held on campus in Towson, Maryland. Our Vice President of Sales represented iHeartMedia as a participating industry professional. During the event, he shared insights into his broadcasting career, demonstrated effective marketing and sales techniques, and provided guidance on networking skills. He also discussed current employment opportunities with iHeartMedia Baltimore and encouraged interested students to apply for open positions.	1	VP of Sales