

WAEB, WAEB-FM, WSAN, WZZO
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Account Executive Allentown PA	2-4, 6, 8, 10	2
Program Director	1, 3-5, 8-10	5
Outside Account Executive/Whitehall Pa	1, 3-4, 7-8, 10	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	DirectEmployers.org 9002 N. Purdue Rd. Ste. 100 Indianapolis, Indiana 46268 Phone : (317) 874-9055 Url : http://www.directemployers.org Email : aj@directemployers.org AJ Selvey	N	0
2	Employee Referral Pennsylvania Career Services	N	1
3	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
4	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	1
5	Internal Transfer/Promotion	N	1
6	Internet Ad-not directly contacted by SEU	N	1
7	LinkedIn / Word of Mouth	N	1
8	On Air Recruitment (one or more SEU stations) 1541 Alta Drive Whitehall, Pennsylvania 18052 Phone : 610-841-7211 Matthew Gruppo Manual Posting	N	0
9	Unknown (source not adequately identified upon inquiry by SEU)	N	1
10	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	6/28/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the 2019 Radio Talent Institute at Bloomsburg University on June 28th, 2019. We spoke to College Students & answered questions about Radio Broadcasting, the iHeartRadio App & Podcast Shows. Our SEU participants included our Program Director.	1	Program Director
2	9/19/2019	Hosting of Job Fair	Our SEU hosted a job fair at the Best Western in Bethlehem, PA. Station participants included our Operations and Sales Managers, who helped to solicit local participating employers, assisted with job fair logistics, and set up booths. Our SEU also promoted the event via on-air announcements and participated in the event as a local employer, discussing careers in radio with interested attendees.	4	Sales Manager Sales Manager Operations Manager Program Director
3	12/13/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in John Harris High School for their Media Career Fair in Harrisburg, PA. Our regional program director spoke about opportunities in Radio for the entire PA Region.	1	RSVP of Programming
4	3/6/2020	Participation in events or programs sponsored by educational institutions	Our SEU participated in the 2020 "A DAY OF LEARNING AND NETWORKING" at Syracuse University on March 6th, 2020. We spoke to College Students & answered questions about Radio Broadcasting, the iHeartRadio App & Podcast Shows. Our SEU participants included our Program Director.	1	Program Director