

WAEB, WAEB-FM, WSAN, WZZO
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
Outside Account Executive (Allentown)	1-17	15
Media Sales Consultant (Allentown-Easton)	1-4, 6-12, 14-16	15
Media Sales Consultant (Allentown-Easton)	1-4, 6-12, 14-16	15
Media Sales Consultant (Allentown-Easton)	1-4, 6-12, 14-16	12

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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	Cedar Crest College 100 College Dr. Allentown, Pennsylvania 18104 Phone : 800-360-1222 Email : lbgarbac@cedarcrest.edu Career Services	N	0
2	Connecticut School of Broadcasting 535 Route 38 East Ste. 230 Cherry Hill, New Jersey 08002 Phone : 856-330-4701 Email : csbcherryhill@gocsb.com Brian Fish	N	0
3	DeSales University 2755 Station Ave. Center Valley, Pennsylvania 18034 Phone : 610-282-1100 Email : hr@desales.edu Career Services	N	0
4	East Stroudsburg University 200 Prospect St. East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3211 Email : humanresources@esu.edu Career Services	N	0
5	Employee Referral	N	3
6	Hispanic American Organization 462 Walnut St. Allentown, Pennsylvania 18102 Phone : 610-435-5334 Url : www.hao-lv.org Fax : 1-610-435-2131 Career Services	N	0
7	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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8	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	0
9	Kutztown University P.O. Box 730 Kutztown, Pennsylvania 19530 Phone : 610-683-4000 Email : humanresources@kutztown.edu Career Services	N	0
10	Lehigh County Community College 718 Hamilton Mall Allentown, Pennsylvania 18101 Email : hroffice@lccc.edu Career Services	N	0
11	Lehigh University 27 Memorial Dr. West Bethlehem, Pennsylvania 18015 Phone : 610-758-3000 Email : inhro@lehigh.edu Career Services	N	0
12	LinkedIn - Not directly contacted by SEU	N	3
13	On Air Announcements (one or more SEU stations) 1541 Alta Drive Pennsylvania 18052 Phone : 610-841-7211 Matthew Gruppo Manual Posting	N	0
14	PA CareerLink - Lehigh Valley P.O. Box 20490 Lehigh Valley, Pennsylvania 18002 Phone : 610-437-5627 Fax : 1-610-434-4122 Career Services	N	0
15	Unknown (source not adequately identified upon inquiry by SEU)	N	4

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16	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
17	ZipRecruiter-Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

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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	4/17/2021	Participation in events or programs sponsored by educational institutions	On April 17, 2021, our SEU's VP of Programming participated in an Alumni association fall conference at Syracuse University in Syracuse, NY to speak with attendees about topics such as podcasting, on-air careers, and questions related to careers in broadcasting.	1	VP of Programming
2	10/21/2021	Participation in Job Fairs	On October 20, 2021, our SEU participated in the virtual 2021 Klein Career & Internship Fair at Temple University in Phila, PA. Our Vice President of Sales discussed careers in radio with interested attendees and employment opportunities at iHeartMedia.	1	VP of sales
3	2/11/2022	Provision of training to management	In February, 2022 our SEU's VP of Sales took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	VP of sales
4	2/17/2022	Participation in Job Fairs	On February 17, 2022, our SEU participated in the virtual 2022 Klein Career & Internship Fair at Temple University in Phila, PA. Our Executive Vice President of Programming discussed careers in radio with interested attendees and employment opportunities at iHeartMedia.	1	Vice President
5	2/28/2022	Participation in Job Fairs	On February 28, 2022, our SEU participated in the virtual Career Fair at Penn State University. Our Executive Vice President of Programming discussed careers in radio with interested attendees and employment opportunities at iHeartMedia.	1	VP of sales
6	3/4/2022	Participation in events or programs sponsored by educational institutions	On March 4, 2022, our SEU's VP of Programming participated in an Alumni association spring conference at Syracuse University in Syracuse, NY to discuss topics such as podcasting, on-air careers, and questions related to careers broadcasting.	1	VP of programming