

WHKF, WHP, WLAN, WLAN-FM, WRBT, WRVV, WTKT¹
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
Senior Vice President, Sales	1-7, 9-17, 20-22, 24-25	11
Account Executive	2-7, 9-11, 13-17, 20-22, 24-25	14
Account Executive	2-10, 13-25	14
Account Executive	2-10, 13-25	8

¹ As of April 1, 2021, stations WLAN(AM), Lancaster, PA (Fac. ID # 52260) and WLAN-FM, Lancaster, PA (Fac. ID # 52259) joined the station employment unit as a result of a planned internal restructuring of business operations in the market.

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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	AM/FM Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 761-754-8177 Email : jobs@amfmjobs.com Mark Holloway	N	0
2	Broadcasting and Cable 5700 Wilshire Blvd. Ste. 120 Los Angeles, California 90036 Phone : 323-965-2089 Email : katie.rosa@reedbusiness.com Katie Rosa	N	0
3	Capital Region Career Link 349 Wiconisco St. Harrisburg, Pennsylvania 17110 Phone : 717-920-2852 Email : lrank@wibpa.org Fax : 1-717-772-0640 Lori Rank	N	0
4	Central Pennsylvania College College Hall & Valley Rds. Summerdale, Pennsylvania 17093 Phone : 717-728-2262 Email : stevehassinger@centralpenn.edu Steve Hassinger	N	0
5	Connecticut School of Broadcasting One Mall Dr. Suite 203 Cherry Hill, New Jersey Phone : 856-755-1200 Email : CSBCherryHill@gocsb.com Hope Willis	N	0
6	Dickinson College - Career Center Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Email : career@dickinson.edu Tammy Heberlig	N	0
7	Elizabethtown College - Career Services One Alpha Dr. Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Email : careerservices@etown.edu Career Services	N	0

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8	Employee Referral	N	1
9	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
10	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
11	Indeed.com - Not directly contacted by SEU	N	2
12	Internal Posting	N	2
13	Lebanon Valley College - Career Services 101 North College Ave. Annville, Pennsylvania 17003 Phone : 717-867-6237 Email : breencenter@lvc.edu Sharon Givler	N	0
14	LinkedIn - Not directly contacted by SEU	N	7
15	Lycoming College 700 College Place Campus Box 154 Williamsport, Pennsylvania 17701 Phone : 570-321-4034 Email : cdc@lycoming.edu Peggy Kimble	N	0
16	Messiah College - Career Center P.O. Box 4511 One College Ave. Grantham, Pennsylvania 17027 Phone : 717-691-6016 Email : dkeiffer@messiah.edu Dwayne Keiffer	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
17	Millersville University P.O. Box 1002 Millersville, Pennsylvania 17551 Phone : 717-872-3312 Email : careers@millersville.edu Margo Sassaman	N	0
18	Non-Employee Referral	N	1
19	On-Air Announcement (One or More SEU Stations)	N	1
20	Penn State Univ. Harrisburg Campus (Career Serv.) W117 Olmsted - 777 W. Harrisburg Pike Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : cmg11@psu.edu Colleen Guy	N	0
21	Penn State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : CMS324@psu.edu Collette Sacolick	N	0
22	Sheffield Institute of Recording Arts 13816 Sunnybrook Rd. Phoenix, Maryland 21131 Phone : 410-628-7260 Fax : 1-410-628-1977 Career Services	N	0
23	Unknown (source not adequately identified upon inquiry by SEU)	N	1
24	Wilson College (Career Development) 1015 Philadelphia Ave. Chambersburg, Pennsylvania 17201 Phone : 717-260-2006 X 3314 Email : career@wilson.edu Heather Drumm	N	0
25	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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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	4/10/2021	Participation in events or programs sponsored by educational institutions	On April 10, 2021 our VP of Programming served as a panelist for Temple University's Radio Networking Summit to share his experience with Audio Production. He provided advice to attendees, including students, faculty and the general public, about the skills needed to succeed in the broadcast industry and strategies to maximize potential employment opportunities in the field of broadcasting and at iHeartMedia.	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 Executive Vice President of Programming discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	Executive VP of programming
3	2/8/2022	Participation in Job Fairs	On April 15, 2020, our SEU participated in a job fair hosted by Bucknell University at Lewisburg, PA. SEU participants included our Senior VP of Sales who spoke with attendees about career opportunities at iHeartMedia and collected resumes from applicants.	1	Senior VP of Sales
4	2/15/2022	Provision of training to management	In February 2022 our SEU's Sr. Vice President 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	Sr Vice President of Sales
5	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 Market President discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	Market president

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	2/28/2022	Participation in Job Fairs	On February 28, 2022, our SEU participated in a virtual job fair hosted by Penn State University. SEU participants, including our Vice President of Programming spoke with attendees about career opportunities at iHeartMedia and encouraged interested attendees to apply for open positions.	1	VP of programming