

**WFNN-AM, WJET-AM, WLTM-FM, WRKT-FM, WRTS-FM, WTWF-FM, WXBB-FM****EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021 \*****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data**

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-9	6

\* On September 14, 2020, WLTM(FM) became WEBG(FM) as the result of a call sign change.

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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	Allegheny College 520 N Main Street Meadville, Pennsylvania 16335 Phone : 814-332-2381 Email : Jim.Fitch@allegheny.edu Fax : 1-814-332-3100 Jim Fitch	N	0
2	Edinboro University of Pennsylvania 405 Scotland Road Frank G. Pogue Student Center, Suite 211 Edinboro, Pennsylvania 16444 Phone : 814-732-2781 Email : mclem@edinboro.edu Fax : 1-814-732-2909 Monica Clem	N	0
3	Gannon University 109 University Square Erie, Pennsylvania 16541 Phone : 814-871-7680 Email : cdes@gannon.edu Fax : 1-814-871-7220 Erin Hart	N	0
4	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
5	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
6	Indeed.com - Not Directly Contacted by SEU	N	2

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Mercyhurst College 501 East 38th St. Erie, Pennsylvania 16546 Phone : 814-824-2424 Email : frizzzone@mercyhurst.edu Fax : 1-814-824-2070 Frank Rizzone	N	0
8	Penn State Behrend College 4701 College Dr. Reed Union Building, Room 125 (2nd floor) Erie, Pennsylvania 16563 Phone : 814-898-6164 Email : recruitbehrend@psu.edu Fax : 1-814-898-6455 Mary Beth McCarthy	N	0
9	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>2</b>

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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	4/15/2020	Participation in Job Fairs	: On April 15, 2020, our SEU participated in the virtual Internship Fair & Career at Shippensburg University. Our Sales Manager discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	Local sales manager
2	2/19/2021	Participation in Job Fairs	: On February 19, 2021 our SEU participated in the virtual Internship Fair & Career at Penn State University Bellisario College of Communications. Our Region President discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	Market president
3	2/24/2021	Participation in events or programs sponsored by educational institutions	: On February 24, 2021, our SEU participated in the Penn State University Behrend Virtual Internship & Career Fair. Our Sales Manager discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	Sales manager
4	2/24/2021	Provision of training to management	On February 24, 2021 the SEU took the Value 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	General sales Manager
5	2/24/2021	Participation in events or programs sponsored by educational institutions	: On February 24, 2021, our Operations Manager served as a guest speaker to students from Professor Thomas Deau's communications class at Penn State University Behrend in Erie, PA via Zoom. He discussed the preparation for radio shows, the clocks, music, and commercial break procedures related to on-air employment careers in the broadcasting/media industry.	1	operations manager

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6	3/8/2021	Participation in events or programs sponsored by educational institutions	: On March 8, 2021 our SEU participated a job shadow for two students from Penn State Univ Behrend School of Communications for International Women's Day to recognize young women entering the broadcasting work force. The students shadowed our WRTS-FM afternoon drive on-air host from 12pm-4pm. They observed her show prep process and commercial production then hosted an hour of her show live. They assisted in prepping the show for the day around International Women's Day and planned out the hour in which they were live on-air with our on-air talent.	1	On air talent
7	3/15/2021	Participation in Job Fairs	: On March 10, 2021 our SEU participated in the virtual 2021 Klein Career & Internship Fair at Temple University in Phila, PA. Our Sales Manager discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia	1	Sales manager