

WBLJ-FM, WBYL, WKSJ, WRAK, WRKK, WVRT, WVRZ**EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021****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
Outside Account Executive	1-9	8

WBLJ-FM, WBYL, WKSB, WRAK, WRKK, WVRT, WVRZ**EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021****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	Career Link 329 PINE ST. WILLIAMSPORT, Pennsylvania 17701 Phone : 570-601-5942 Url : WWW.JOBGATEWAY.PA.GOV Email : ra-cwds-batch-inter@state.pa.us Career Services	N	0
2	Chamber of Commerce 100 W. 3RD ST. WILLIAMSPORT, Pennsylvania 17701 Phone : 5703202013 Email : jfink@williamsport.org JASON FINK	N	0
3	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
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	0
5	Penn State University 502 Walker Buidling 130 South 5th Street State College, Pennsylvania 16801 Phone : 814.865.0478 Email : ggk2@psu.edu Ginger Kowlchuk	N	0
6	Pennsylvania Broadcasters Association 8501 Paxton St. Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Email : gponti@pab.org Fax : 1-717-482-1111 Richard Wyckoff	N	0

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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
7	Pennsylvania State University 208 Carnegie Buidling University Park University Park, Pennsylvania Phone : 814-863-6081 Fax : 1-814-863-8044 Joseph Selden	N	0
8	Re-hire	N	1
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

WBLJ-FM, WBYL, WKSB, WRAK, WRKK, WVRT, WVRZ**EEO PUBLIC FILE REPORT****April 1, 2020 - March 31, 2021****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	Our SEU participated in a virtual job fair hosted by Penn State University. Our SEU was one of several employers that interested students were able to talk with during the event. Station participants included our Sales Manager, who spoke with candidates and shared information about careers at iHeart.	1	Sales manager
2	2/19/2021	Participation in Job Fairs	Our SEU participated in a virtual job fair hosted by Penn State University. Our SEU was one of several employers that interested students were able to talk with during the event. Station participants included our Sales Manager, who spoke with candidates and shared information about careers at iHeart.	1	Sales manager
3	2/24/2021	Provision of training to management	On February 24, 2021 the SEU 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. VP program director
4	3/10/2021	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 Program Director discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	program director