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May 3, 2022

**VIA E-MAIL & POSTING TO  
FCC ONLINE PUBLIC INSPECTION FILE**

Elizabeth E. Goldin  
Assistant Chief, Investigations & Hearings Division  
Enforcement Bureau  
Federal Communications Commission

Re: Response to Broadcast EEO Audit Letter  
WQHQ(FM) (Fac. ID# 28166)  
WTGM(AM) (Fac. ID# 28165)

Dear Ms. Goldin:

On behalf of iHM Licenses, LLC, licensee of WQHQ(FM), Ocean City-Salisbury, MD (Fac. ID 28166) and WTGM(AM), Salisbury, MD (Fac. ID 28165), as well as the commonly owned stations in the Salisbury-Ocean City, Maryland station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of March 21, 2022 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080.<sup>1</sup> Per your request, this submission consists of a sworn statement by Katie Ewell, Market President with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully Submitted,

A handwritten signature in blue ink that reads "Meredith G. Singer".

Meredith G. Singer

cc: Lynn Kalagian (FCC) (*via email*)

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<sup>1</sup> The letter identified Capstar TX, LLC as the licensee of WQHQ(FM), however, the correct licensee of the station, as shown in the Commission's Licensing and Management System, is iHM Licenses, LLC.

## DECLARATION OF KATIE EWELL, MARKET PRESIDENT

I, Katie Ewell, hereby declare as follows:

1. I am a Market President for iHM Licenses, LLC, the licensee of WQHQ(FM), Ocean City-Salisbury, MD (Fac. ID 28166) and WTGM(AM), Salisbury, MD (Fac. ID 28165), which are part of a station employment unit based in Salisbury, MD and which includes WKZP(FM), West Ocean City, MD (Fac. ID 4674); WWFG(FM), Ocean City, MD (Fac. ID 74179); WSBY(FM), Salisbury, MD (Fac. ID 13673); and WJDY(AM), Salisbury, MD (Fac. ID 13672) (the “SEU” or “Unit”). The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by iHeartMedia, Inc. (collectively, “iHeartMedia”). This Statement and relevant attachments are being submitted in response to the March 21, 2022 letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division of the Commission’s Enforcement Bureau, concerning a random audit of EEO compliance (the “EEO Audit Letter”).
2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission (“FCC” or the “Commission”), 47 C.F.R. § 73.2080(e)(1).
3. In response to Question 2(b)(i) of the EEO Audit Letter, the SEU’s two most recent EEO Public File Reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.
4. In response to Question 2(b)(ii) of the EEO Audit Letter, the web addresses of the stations in this SEU are as follows: froggy999.iheart.com (WWFG(FM)), q105fm.iheart.com (WQHQ(FM)), mymagic989.iheart.com (WSBY(FM)); kiss959fm.iheart.com (WKZP(FM)), foxsports960.iheart.com (WTGM(AM)), and newsradio1470.iheart.com (WJDY(AM)). A copy of the current EEO Public File Report is included on or linked to each of these websites.
5. In response to Question 2(b)(iii), the date of each full-time hire listed in the SEU’s above-referenced EEO Public File Reports, in accordance with 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B. Further, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions pursuant to 47 C.F.R. § 73.2080(c)(5)(iii), including the recruitment reflected in the above EEO Public File Reports. However, pursuant to the EEO Audit Letter, only one such job notice per position is included at Attachment B.
6. In response to Question 2(b)(iv) of the EEO Audit Letter, the internal business records appended at Attachment B also provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the above EEO Public File Reports.
7. In response to Question 2(b)(v) of the EEO Audit Letter, documentation concerning the Unit’s performance of four points worth of recruitment initiative activity during the period covered by the above EEO Public File Reports and as described in § 73.2080(c)(2) is appended at Attachment C with participating personnel noted therein. This SEU employs a total of 12 full-time employees and at least one of our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four point’s worth of

recruitment initiative activity during each two-year period measured from the date the stations in the SEU are required to file license renewal applications.

8. In response to Question 2(b)(vi) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of the stations in this SEU based on race, color, religion, national origin or sex filed before a body with jurisdiction under federal, state, territorial or local law during the current license term.

9. In response to Question 2(b)(vii) of the EEO Audit Letter, the licensee affirms that iHM Licenses, LLC deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Broadcast Diversity Recruitment Plan (the “Recruitment Plan” or “Plan”) in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how iHeartMedia SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, details the required recordkeeping requirements and provides a quarterly self-assessment program.

At the corporate level, iHeartMedia assists SEUs in understanding and following the Recruitment Plan, employing a team of corporate HR specialists that respond to SEU requests for FCC EEO compliance assistance and/or that call upon outside counsel for additional guidance when warranted. Furthermore, iHeartMedia has a team of internal public inspection file auditors that surveys FCC EEO performance of iHeartMedia SEUs as part of their routine review of overall public file compliance. Finally, in connection with the deployment of HR software throughout the company, iHeartMedia HR’s department has conducted training sessions for its SEUs on its hiring policies and procedures, including compliance with the FCC’s EEO broad outreach rules, and continues to provide access to training on FCC EEO matters to SEUs via its online HR portal.

At the local level, this SEU’s Finance Specialist/EEO Manager is responsible for overseeing EEO compliance and works together with the iHeartMedia EEO team to help ensure that each job is properly posted and recorded. Although no full-time hires were made during the 2021 reporting period, the SEU continued to actively engage in its community, including by attending job fairs at Salisbury University and speaking to students at Salisbury University via Zoom about careers in broadcasting. This SEU’s compliance efforts include identifying our efforts to afford equal employment opportunities to employees and applicants through statements disseminated in job applications and posted in conspicuous areas within the workplace. This SEU’s employment practices are my ultimate responsibility, working in conjunction with in-house counsel at iHeartMedia corporate headquarters and, when applicable, outside employment and labor counsel.

10. In response to Question 2(b)(viii) of the EEO Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company’s Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs with an opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, the SEU also includes language on its station websites encouraging qualified community organizations to contact the SEU to request its job notices. Further, this SEU reviews its recruitment source list on an annual basis and has

included sources targeted at women and minorities to help ensure broad outreach. The SEU is also actively engaged in its community and has established internal processes and procedures to document the recruitment initiatives in which it engages.

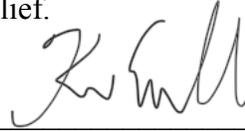
11. In response to Question 2(b)(ix) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect.

Dated: May 2, 2022

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO  
DECLARATION OF KATIE EWELL, MARKET PRESIDENT**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

A handwritten signature in cursive script, appearing to read "K Ewell", positioned above a horizontal line.

---

KATIE EWELL

Attachment A

**WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2019 - May 31, 2020**

**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	1-10	6

# WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG

## EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

### 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	American Women in Radio & Television 8405 Greensboro Dr., Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : <a href="http://www.awrt.org">www.awrt.org</a> Email : <a href="mailto:info@awrt.org">info@awrt.org</a> Fax : 1-703-506-3266 Maria E Brennan	N	0
2	Employee Referral	N	1
3	Greater Wilmington Radio Association PO Box 9530 Wilmington, Delaware 19809 Url : <a href="http://www.wilmingtonradio.org">www.wilmingtonradio.org</a> Email : <a href="mailto:info@wilmingtonradio.org">info@wilmingtonradio.org</a> Fax : 1-302-765-3571 Job Postings	N	0
4	<a href="http://iHeartMedia.dejobs.org">iHeartMedia.dejobs.org</a> 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	<a href="http://iHeartMediaCareers.com">iHeartMediaCareers.com</a> 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
7	National Association of Hispanic Journalists 1000 National Press Building 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Email : <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> Fax : 1-202-662-7144 Michelle Vignoli	N	0

**WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG**

**EEO PUBLIC FILE REPORT**

**June 1, 2019 - May 31, 2020**

**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>
8	Talker's Magazine 785 Williams Street #429 Longmeadow, Maine 01106 Fax : 1-413-565-5419 Job Postings	N	0
9	University of Delaware-Career Services Center 401 Academy St Newark, Delaware 19716-6510 Email : megreen@udel.edu Marianne Green	N	0
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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>3</b>

# WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG

## EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/8/2019	Participation in events sponsored by organizations representing the community	On June 8, 2019, our On-Air Personality spoke to students, local business owners, and volunteers at the Leukemia & Lymphoma Society Man/Woman of the Year Awards Gala. He shared his radio career journey and how iHeartMedia and the broadcast industry offer many different career paths and how community involvement is essential when working in broadcasting.	1	On-Air Personality
2	6/18/2019	Participation in events sponsored by organizations representing the community	On June 18, 2019, our SEU participated in an event at the Rotary Club which included a discussion of the various jobs available within the broadcast industry and economic impact of advertising on the broadcast business.	1	AE
3	6/18/2019	Participation in events sponsored by organizations representing the community	On June 18, 2019, our On-Air Personality opened the United Way annual meeting with a brief speech during which he thanked iHeartMedia for the opportunity to work in the broadcast industry and addressed how his career allows him to be involved in the community.	1	On-Air Personality
4	9/17/2019	Participation in events sponsored by organizations representing the community	On September 17, 2019, our SEU participated in an event at the Rotary Club which included a discussion of the various jobs available within the broadcast industry and economic impact of advertising on the broadcast business.	1	AE
5	10/3/2019	Participation in Job Fairs	On October 3, 2019, our SEU attended the Fall 2019 Career Fair and Business Expo at Shippensburg University. One of our Sales Managers discussed careers in radio broadcasting with the attendees.	1	GSM
6	3/11/2020	Participation in events or programs sponsored by educational institutions	On 03/11/20, our SEU participated in an Advertising and Promotions class at Salisbury University. Our Sales Manager discussed careers and opportunities in broadcasting.	1	SVPS

**WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 - May 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>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

**WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG****EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

# WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG

## EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 2021

### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/14/2020	Participation in events or programs sponsored by educational institutions	On October 14, 2020, our Sales Manager served as a guest speaker for a marketing class at Salisbury University in Salisbury, MD via Zoom. She discussed sales and marketing careers in the broadcasting/media industry and iHeart Media.	1	SVP of Sales
2	12/14/2020	Provision of training to management	In December 2020, our SEU's Senior Vice President of Sales took a sexual harassment prevention training course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	SR. Vice President
3	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 Sales Manager discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	SVP of sales
4	3/10/2021	Participation in Job Fairs	On March 10, 2021 our SEU participated in the virtual Salisbury Univ Career in Business & Technology Virtual Fair. Our SVP of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	SVP of Sales
5	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 Philadelphia, PA. Our SVP of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	SVP of sales

**WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG**

**EEO PUBLIC FILE REPORT**

**June 1, 2020 - May 31, 2021**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	4/14/2021	Provision of training to management	On April 14, 2021, one of our SEU managers 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
7	4/14/2021	Participation in Job Fairs	On April 14, 2021 our SEU participated in the virtual 2021 Spring Next Destination Job Fair at Salisbury University in Salisbury, MD. Our SVP of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.	1	SVP of sales

Attachment B

# WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG

## Vacancy Data Form

### Outside Account Executive

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU

Date of hire: 10/21/2019

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	American Women in Radio & Television 8405 Greensboro Dr., Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : www.awrt.org Email : info@awrt.org Fax : 1-703-506-3266 Maria E Brennan	N	0
2	Employee Referral	N	1
3	Greater Wilmington Radio Association PO Box 9530 Wilmington, Delaware 19809 Url : www.wilmingtonradio.org Email : info@wilmingtonradio.org Fax : 1-302-765-3571 Job Postings	N	0
4	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
5	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
6	Indeed.com - Not Directly Contacted by SEU	N	2

# WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG

## Vacancy Data Form

### Outside Account Executive

Recruitment source referring hiree: Indeed.com - Not Directly Contacted by SEU

Date of hire: 10/21/2019

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	National Association of Hispanic Journalists 1000 National Press Building 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Email : jobbank@nahj.org Fax : 1-202-662-7144 Michelle Vignoli	N	0
8	Talker's Magazine 785 Williams Street #429 Longmeadow, Maine 01106 Fax : 1-413-565-5419 Job Postings	N	0
9	University of Delaware-Career Services Center 401 Academy St Newark, Delaware 19716-6510 Email : megreen@udel.edu Marianne Green	N	0
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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>3</b>

## Outside Account Executive

<b>Job Requisition</b>	Req11282 Outside Account Executive (Filled)
<b>Job Family</b>	Outside Account Executive - 100% Commission
<b>Start Date</b>	03/13/2019
<b>End Date</b>	10/14/2019
<b>Primary Posting</b>	No
<b>Description</b>	Current employees and contingent workers click <a href="#">here</a> to apply and search by the Job Posting Title.

iHeartMedia Stations

**Job Summary:**

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target.

**Responsibilities**

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.
- Negotiates rates based on iHeartMedia's budgets.
- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance

**Qualifications**

- Proficient in Microsoft Office suite and social networking platforms

- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

## Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- Salesforce experience is a plus

## Education

- High school diploma, college degree preferred

## Certifications

- None required

## Location

Salisbury, MD: 351 Tilghman Road, 21804

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

<b>Worker Sub-Type</b>	Regular
<b>Location</b>	Salisbury, MD: 351 Tilghman Road, 21804
<b>Time Type</b>	Full time
<b>Locations</b>	
<b>Supervisory Organization</b>	Market - Salisbury, MD (Katie Hoyt Ewell)

Attachment C

**WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG  
RECRUITMENT INITIATIVES FORM**

**June 1, 2019- May 31, 2020**

	<b>Type of Recruitment Initiative (ex. Job Fair, Internship Program)</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b> <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Participation in events sponsored by organizations representing the community	6/8/2019	On June 8, 2019, our On-Air Personality spoke to students, local business owners, and volunteers at the Leukemia & Lymphoma Society Man/Woman of the Year Awards Gala. He shared his radio career journey and how iHeartMedia and the broadcast industry offer many different career paths and how community involvement is essential when working in broadcasting.
2.	Participation in events sponsored by organizations representing the community	6/18/2019	On June 18, 2019, our SEU participated in an event at the Rotary Club which included a discussion of the various jobs available within the broadcast industry and economic impact of advertising on the broadcast business.
3.	Participation in events sponsored by organizations representing the community	6/18/2019	On June 18, 2019, our On-Air Personality opened the United Way annual meeting with a brief speech during which he thanked iHeartMedia for the opportunity to work in the broadcast industry and addressed how his career allows him to be involved in the community.
4.	Participation in events sponsored by organizations representing the community	9/17/2019	On September 17, 2019, our SEU participated in an event at the Rotary Club which included a discussion of the various jobs available within the broadcast industry and economic impact of advertising on the broadcast business.
5.	Participation in Job Fairs	10/3/2019	On October 3, 2019, our SEU attended the Fall 2019 Career Fair and Business Expo at Shippensburg University. One of our Sales Managers discussed careers in radio broadcasting with the attendees.

FOR INTERNAL BUSINESS RECORDS ONLY

	<b>Type of Recruitment Initiative (ex. Job Fair, Internship Program)</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b> <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
6.	Participation in events or programs sponsored by educational institutions	3/11/2020	On March 11, 2020, our SEU participated in an Advertising and Promotions class at Salisbury University. The Senior Vice President of Sales discussed careers and opportunities in broadcasting.



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**From:** Scott, Randall  
**Sent:** Tuesday, May 7, 2019 11:29  
**To:** V [redacted], J [redacted] (Maryland) [redacted] >  
**Cc:** T [redacted], M [redacted] [redacted] >  
**Subject:** RE: Man & Woman of the Year Gala

Hi J [redacted] and T [redacted],

It was great meeting you and being a small part of an awesome evening on Friday.

It looks like that date will work for me if you'd like to chat some more!

Thanks,

**Randy Scott**  
Host, Whiskey & Randy Show  
iHeartMedia | Froggy 99.9, WWFG | 94.7 WDSB  
Program Director | Fox Sports 960 | News Radio 1470  
351 Tilghman Road  
Salisbury, MD 21804  
O [redacted]  
C [redacted]  
**America's #1 Audio Company**  
*Reaching 9 out of 10 Americans Every Month*  
Radio | Digital | Social | Podcasts |



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From: P [REDACTED] G [REDACTED] <[REDACTED]@unitedway4us.org>  
Sent: Wednesday, May 29, 2019 14:16  
To: Scott, Randal [REDACTED]@iheartmedia.com>  
Cc: S [REDACTED] M [REDACTED] [REDACTED]@unitedway4us.org>  
Subject: United Way Annual Meeting June 18

Hi, Randy! Hope all is well with you! Would you be interested & available in emcee-ing our Annual Meeting again this year at UMES? It is scheduled for Tuesday, June 18<sup>th</sup>, 11:30 – 1:30 at UMES – so we'd need you there 11am-ish. You always do such a great job and we'd love the opportunity to be able to give you extra kudos for all the support you & iHeart provide year round for us.

It will be a similar format to previous years – intro, luncheon, program with awards. This is our 74<sup>th</sup> one, and we are launching our 75<sup>th</sup> Anniversary year in September (yay!) so we'll be referring to that during our program, too.

Would this work for you? Just text or call me with any questions.

Thanks,  
P [REDACTED]

P [REDACTED] G [REDACTED]  
President/CEO

United Way of the Lower Eastern Shore  
803 N. Salisbury Blvd, Suite 2100  
Salisbury, MD 21801

[REDACTED] ofc / [REDACTED] cell  
[REDACTED] fax

[www.unitedway4us.org](http://www.unitedway4us.org)

[REDACTED]

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**From:** S [REDACTED] H [REDACTED] [REDACTED]@salisbury.edu>  
**Sent:** Wednesday, March 11, 2020 5:53 PM  
**To:** Hoyt, Katie [REDACTED]@iheartmedia.com>  
**Subject:** Re: [EXTERNAL] Advertising and Promotions Class

Thank you so much for speaking to my class today! I think we all learned a lot!

Have a great evening!

S [REDACTED]

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**From:** Hoyt, Katie [REDACTED]@iheartmedia.com>  
**Sent:** Tuesday, March 10, 2020 2:16 PM  
**To:** S [REDACTED] H [REDACTED]  
**Subject:** RE: [EXTERNAL] Advertising and Promotions Class

Sure thing! thanks

---

**From:** S [REDACTED] H [REDACTED] [REDACTED]@salisbury.edu>  
**Sent:** Tuesday, March 10, 2020 2:13 PM  
**To:** Hoyt, Katie [REDACTED]@iheartmedia.com>  
**Subject:** Re: [EXTERNAL] Advertising and Promotions Class

No they don't need handouts but do need to understand your job and the pricing if possible.

Thank you so much for doing this.

---

**From:** Hoyt, Katie [REDACTED]@iheartmedia.com>  
**Sent:** Tuesday, March 10, 2020 10:20:00 AM  
**To:** S [REDACTED] H [REDACTED]  
**Subject:** RE: [EXTERNAL] Advertising and Promotions Class

Thanks S [REDACTED] my cell is [REDACTED] in case for any reason you need this.... Im not bringing any materials and assume this is more conversational but if you think I should bring any handout or presentation let me know. Looking forward to meeting you tomorrow.

---

**From:** S [REDACTED] H [REDACTED] [REDACTED]@salisbury.edu>  
**Sent:** Thursday, February 27, 2020 2:25 PM

**To:** Hoyt, Katie [REDACTED]@iheartmedia.com>  
**Subject:** Re: [EXTERNAL] Advertising and Promotions Class

It is the Perdue School of Business in PH347 which is the third floor and the rooms are numbered.

My cell is [REDACTED] if you need me that day. The students want to know about your company and then they will ask you questions for their projects.

Thank you!

---

**From:** Hoyt, Katie [REDACTED]t@iheartmedia.com>  
**Sent:** Wednesday, February 26, 2020 12:31 PM  
**To:** S [REDACTED] H [REDACTED]  
**Subject:** RE: [EXTERNAL] Advertising and Promotions Class

Ok great what room or building are you. I don't know my way around campus but if you can send me details that would be great!

---

**From:** S [REDACTED] H [REDACTED]@salisbury.edu>  
**Sent:** Wednesday, February 26, 2020 11:40 AM  
**To:** Hoyt, Katie [REDACTED]@iheartmedia.com>  
**Subject:** Re: [EXTERNAL] Advertising and Promotions Class

The 11th would be great. I would like you to tell them about your company and services please. They will then have some questions for you.

Thank you!

---

**From:** Hoyt, Katie [REDACTED]@iheartmedia.com>  
**Sent:** Wednesday, February 26, 2020 10:04 AM  
**To:** S [REDACTED] H [REDACTED]  
**Subject:** RE: [EXTERNAL] Advertising and Promotions Class

Hi S [REDACTED],

I'd be glad to help. K [REDACTED] did mention this to me about coming in and talking. I will be away till the 6<sup>th</sup> I'm available the 11<sup>th</sup>, 16<sup>th</sup>, or 18<sup>th</sup> at those times if you have a day you prefer. Let me know any additional specifics I should bring or may need.

Thanks!

**Katie Hoyt**

Senior Vice President of Sales

iHeartMedia | Salisbury, Ocean City MD

351 Tilghman Rd  
Salisbury, MD 21804

c [REDACTED]

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---

**From:** S [REDACTED] H [REDACTED] [REDACTED]@salisbury.edu>

**Sent:** Wednesday, February 26, 2020 8:47 AM

**To:** Hoyt, Katie [REDACTED]t@iheartmedia.com>

**Subject:** [EXTERNAL] Advertising and Promotions Class

---

Good Morning!

My name is S [REDACTED] E [REDACTED] H [REDACTED] and I am the professor for the above class at SU. We are also doing group projects on advertising for Avery Hall Insurance. K [REDACTED] B [REDACTED] gave me your names to contact to see if you can come speak to my class about advertising and then they also want to ask you the cost for their own projects for Avery Hall. I teach on Mondays and Wednesdays from noon to 1.15 pm. I was wondering if you were available on any of those days in the next three weeks to speak to my class.

Thanking you in advance!

S [REDACTED]

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**WJDY, WKZP, WQHQ, WSBY-FM, WTGM, WWFG****RECRUITMENT INITIATIVES FORM****June 1, 2020- May 31, 2021**

	<b>Type of Recruitment Initiative (ex. Job Fair, Internship Program)</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b> <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Participation in events or programs sponsored by educational institutions	10/14/2020	On October 14, 2020, the Senior Vice President of Sales served as a guest speaker for a marketing class at Salisbury University in Salisbury, MD via Zoom. She discussed sales and marketing careers in the broadcasting/media industry and iHeartMedia.
2.	Provision of training to management	12/14/2020	In December 2020, our SEU's Senior Vice President of Sales took a sexual harassment prevention training course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.
3.	Participation in Job Fairs	2/19/2021	On February 19, 2021 our SEU participated in the virtual Internship & Career Fair at Penn State University Bellisario College of Communications. Our Sales Manager discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.
4.	Participation in Job Fairs	3/10/2021	On March 10, 2021, our SEU participated in the virtual 2021 Salisbury University Careers in Business & Technology Virtual Fair. Our SVP of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.
5.	Participation in Job Fairs	3/10/2021	On March 10, 2021, our SEU participated in the virtual 2021 Klein Career & Internship Fair at Temple University in Philadelphia, PA. Our SVP of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.

FOR INTERNAL BUSINESS RECORDS ONLY

	<b>Type of Recruitment Initiative (ex. Job Fair, Internship Program)</b>	<b>Date</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b> <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
6.	Provision of training to management	4/14/2021	<p>On April 14, 2021, our Senior 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.</p>
7.	Participation in Job Fairs	4/14/2021	<p>On April 14, 2021, our SEU participated in the virtual 2021 Spring Next Destination Job Fair hosted by Salisbury University in Salisbury, MD. Our SVP of Sales discussed careers in radio with interested attendees and discussed employment opportunities at iHeartMedia.</p>

## Donlan, Shannon

---

**From:** Hoyt, Katie  
**Sent:** Wednesday, October 14, 2020 2:51 PM  
**To:** Donlan, Shannon  
**Subject:** FW: [EXTERNAL] Class at SU

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hey Shannon

Brit told me to forward this to you or let you know I was apart of a marketing class and was the presenter this week for iHeart. I assume this is for some community item each market does? Let me know what else you may need.

Thanks!

Katie

---

**From:** S [REDACTED] H [REDACTED] <[REDACTED]@salisbury.edu>  
**Sent:** Tuesday, October 13, 2020 3:25 PM  
**To:** Hoyt, Katie [REDACTED]@iheartmedia.com>  
**Subject:** Re: [EXTERNAL] Class at SU

Good Afternoon!

We are looking forward to you joining us tomorrow.

Here is the zoom link.

Mrs H [REDACTED] is inviting you to a scheduled Zoom meeting.

Topic: Fall 2020 MKTG 331-751 ADVERTISING AND PROMOTIONS  
Time: Oct 14, 2020 12:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

[https://salisbury.zoom.us/j/\[REDACTED\]](https://salisbury.zoom.us/j/[REDACTED])

Meeting ID: [REDACTED]

One tap mobile

+1 [REDACTED] # US (New York)  
+1 [REDACTED] # US (Germantown)

Dial by your location

+1 646 [REDACTED] US (New York)  
+1 301 [REDACTED] US (Germantown)  
+1 312 [REDACTED] US (Chicago)  
+1 669 [REDACTED] US (San Jose)  
+1 253 [REDACTED] US (Tacoma)  
+1 346 [REDACTED] US (Houston)



*This certificate is awarded to*

**Katie Hoyt**

*for the successful completion of the course*

**2020 Harassment Prevention: A Commonsense Approach for Managers**

*By Kantola*

**Date:** 12/14/2020

## Donlan, Shannon

---

**From:** Goldstein, Brit  
**Sent:** Tuesday, February 16, 2021 2:53 PM  
**To:** Donlan, Shannon  
**Subject:** FW: [EXTERNAL] Penn State's Bellisario College of Communications cordially invites you to our 22nd annual JobExpo.Comm (virtual) Internship/Career Fair on Friday, February 19, 2021--FREE TO ALL RECRUITING COMPANIES!

Hey! I just registered for this – please add for both Salisbury and Wilmington.

Thanks!

---

**From:** Hurley, Jeff [REDACTED]@iheartmedia.com>  
**Sent:** Tuesday, January 26, 2021 3:40 PM  
**To:** Mickley, Nick <[REDACTED]@iheartmedia.com>; Goldstein, Brit [REDACTED]@iheartmedia.com>  
**Cc:** LANKFORD, DAN [REDACTED]@iheartmedia.com>  
**Subject:** FW: [EXTERNAL] Penn State's Bellisario College of Communications cordially invites you to our 22nd annual JobExpo.Comm (virtual) Internship/Career Fair on Friday, February 19, 2021--FREE TO ALL RECRUITING COMPANIES!

We normally do this recruitment event. Good towards EOE.

### Jeff Hurley

Executive Vice President of Programming  
iHeartMedia | National Programming Group  
600 Corporate Circle  
Harrisburg, PA 17110  
(c) [REDACTED]

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**From:** M [REDACTED], R [REDACTED] P [REDACTED] [mailto:[REDACTED]@psu.edu]  
**Sent:** Tuesday, January 26, 2021 3:39 PM  
**To:** M [REDACTED], R [REDACTED] P [REDACTED]  
**Subject:** [EXTERNAL] Penn State's Bellisario College of Communications cordially invites you to our 22nd annual JobExpo.Comm (virtual) Internship/Career Fair on Friday, February 19, 2021--FREE TO ALL RECRUITING COMPANIES!

**REGISTER HERE!**

<https://app.brazenconnect.com/a/Comm/e/EB2Aw/exhibitors>

**TELL US YOU ARE COMING...WE'LL GET THE DETAILS LATER!**

Greetings from Penn State's Bellisario College of Communications!

We cordially invite you and/or your colleagues to join us from 10:00 a.m.-2:00 p.m. on Friday, February 19, 2021 for our (virtual) 22<sup>nd</sup> annual **JobExpo.Comm(unications) Internship/Career event—FREE to all recruiting companies!** No hotels, no flights, no driving and no hauling your recruiting materials to Happy Valley this year. We are excited to share with you are new virtual recruiting platform that will make your recruiting efforts as efficient and seamless as ever!

Penn State's top-notch advertising, public relations, film production, journalism, media studies and telecommunications & media industries students are looking to meet you--recruiters from the Northeast's most highly respected companies, ad agencies, public relations firms, digital and print organizations, production companies, and broadcast and cable organizations. Give us four hours and you will have the opportunity to meet the best and brightest students the Donald P. Bellisario College of Communications has to offer. If you are looking for exceptionally talented communications professionals to fill full-time positions and internships, then you will want to spend part of your day with us!

Last year, hundreds of our students and 75+ companies/organizations participated in JobExpo.Comm, making it one of the most successful communications-specific career fairs in the country. Most recruiters would like to meet more of our high caliber graduates but can't afford the time or expense of traveling to multiple job fairs. JobExpo.Comm 2021 will provide your company the opportunity to meet these strong candidates in an extremely efficient manner.

To register, simply click [here](#) or on the e-invitation below and it will take you to our landing page. Once there, click anywhere you see "Exhibitor Registration" and complete our brief registration form to secure your virtual booth. You will receive a confirmation email directly from [notifications@brazen.com](mailto:notifications@brazen.com). This will allow you to "build your booth" with your company description, representatives attending and available internships or jobs you'll be sharing with our students at the event. This information can be updated at any time all the way up to the day of the event!

**(Note:** Brazen, our new virtual fair system, will be managing the registration and booth set-up for this event. We recommend all companies have their IT team whitelist their IP address (168.245.116.172) and [notifications@brazen.com](mailto:notifications@brazen.com) so you don't miss important automated emails from the Brazen system.)

We are excited about our newest edition of JobExpo.Comm 2021 and look forward to you and your company joining us!

Feel free to forward this on to other colleagues or call me at [REDACTED] should you have any questions regarding our big event.

For the glory,

Bob



Friday, Feb. 19, 2021  
10:00 a.m. – 2:00 p.m.

**[RECRUITERS REGISTER HERE](#)**



- Dashboard
- Candidate Search >
- Job Postings
- On Campus Requests
- Interviews
- Events
- Document Library
- Test Video Call

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[✉️ Email Signups](#)
[📅 Resume Book](#)
[📁 Export Notes](#)

required

12:30 PM - 12:45 PM EST

**Candidate**  
[REDACTED]

<b>Class Year</b> Senior	<b>Program</b> Bachelor's
-----------------------------	------------------------------

[🎥 Start Video Call](#)
[📄 Profile](#)
[👁️ Resume](#)
[📝 Notes](#)

✉️ Email

1:00 PM - 1:15 PM EST

**Candidate**  
[REDACTED]

<b>Class Year</b> Senior	<b>Program</b> Bachelor's
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Candidate Content

Event Details

Linked Jobs 1

Linked Documents 0



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## iHeart Media

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## Donlan, Shannon

---

**From:** Morrill, Loraine  
**Sent:** Tuesday, February 9, 2021 2:06 PM  
**To:** Donlan, Shannon  
**Subject:** Fw: [EXTERNAL] Action required - add a schedule to the Klein Internship and Career Fair, Session 1: Journalism/Broadcast/Audio/Video Production

Here's the confirmation for the Temple Klein College Career and Internship Fair. - Lo

loraine.ballard@morrill.com  
director news & community affairs | philadelphia  
**iHeartMedia**  
(ioffice) [REDACTED]  
reaching a quarter billion consumers every month  
radio/digital/outdoor/mobile/social/events

---

**From:** Handshake <handshake@notifications.joinhandshake.com>  
**Sent:** Tuesday, January 19, 2021 1:39 PM  
**To:** Morrill, Loraine [REDACTED]@iheartmedia.com>  
**Subject:** [EXTERNAL] Action required - add a schedule to the Klein Internship and Career Fair, Session 1: Journalism/Broadcast/Audio/Video Production

 **Handshake**

# Add a schedule to participate in your upcoming Career Fair

---

## Find the best students

Loraine Ballard, your registration for Klein Internship and Career Fair, Session 1:

Journalism/Broadcast/Audio/Video Production has been approved. Create a schedule ahead of time for you and your team to participate.

[Add schedule](#)

If you do not create a schedule, students will be unable to sign up to speak with you during the fair.

[Learn more](#)

## Message from Temple University

# Congratulations!

You've registered for the Klein Virtual Internship and Career Fair: Session 1 on Wednesday, March 10 from 1 - 4 pm.

This session is ideal for employers hiring interns, part time and full time employees with experience related to multi media journalism and audio & video production.

We will be sending you information about how to create the best virtual interviewing experience possible with our Klein students and recent graduates on Temple Handshake.

Meanwhile, you are also welcome to register yourself and other recruiters in your organization for 2 additional FREE sessions available on Temple Handshake:

Session 2: Thursday, March 11 is Ideal for employers hiring in communication fields related to non-profits, advocacy and social influence

Session 3: Friday, March 12 is idea for employers hiring in fields related to advertising and public relations

If you have any questions, don't hesitate to reach out to me at [REDACTED]@temple.edu.

Thank you again for your interest in our talented Klein students.

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If you'd no longer like to receive emails like this you can [sign in](#) to manage your notification preferences or [unsubscribe](#).



P.O. Box 40770, San Francisco, CA 94140

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*This certificate is awarded to*

**Katie Hoyt**

*for the successful completion of the course*

**Valuing Diversity: Employee Edition**

*By Syntrio*

**Date:** 4/14/2021

## Donlan, Shannon

---

**From:** Hoyt, Katie  
**Sent:** Thursday, April 15, 2021 2:10 PM  
**To:** Donlan, Shannon  
**Subject:** FW: [EXTERNAL] Update on Booth Set-up for SALISBURY UNIVERSITY - Spring Next Destination Job Fair

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Does this count for the job fair yesterday?

---

**From:** [REDACTED]@mg.gradleaders.com <[REDACTED]u@mg.gradleaders.com>  
**Sent:** Monday, April 12, 2021 11:41 AM  
**To:** Hoyt, Katie <[REDACTED]@iheartmedia.com>  
**Subject:** [EXTERNAL] Update on Booth Set-up for SALISBURY UNIVERSITY - Spring Next Destination Job Fair

Thank you for registering for the Spring NEXT Destination Job Fair. Although, there has been a delay in the availability of your booth, we expect it to be available later today. You will be notified via email as soon as your booth is open for set-up. If you have any questions, please don't hesitate to contact me. Thank you again and have a great day!

*Thank you and make it a positive day!*

C [REDACTED]

C [REDACTED] C. D [REDACTED], M.Ed.

Employer Relations Manager

Career Services

Salisbury University

1101 Camden Ave.

Salisbury, MD 21801

[REDACTED]@salisbury.edu

[www.salisbury.edu/careerservices](http://www.salisbury.edu/careerservices)

[REDACTED]