

WJMN, WXKS, WXKS-FM, WBWL, WZRM, WRKO, WZLX
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

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	1-24, 26-28, 30-50	48
Outside Account Executive	1-24, 26-28, 30-50	48
Sales Manager	2-3, 5-18, 20-22, 26-29, 31-38, 40-47, 49-50	14
Promotion Director	2-3, 5-18, 20-22, 24-28, 30-38, 40-47, 49-50	25
Administrative Assistant / Office Manager	2-3, 5-13, 15-18, 20-22, 24-27, 30, 32- 38, 40-47, 49-50	25

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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	Action for Boston Community Development, Inc. 178 Tremont Street Boston, Massachusetts 02111 Phone : 617-348-6387 Email : hr@bostonabcd.org HR Recruitment	N	0
2	All Access 28955 Pacific Coast Highway Suite 210 Malibu, California Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
3	AWRT/Boston New England Chapter 55 Morrissey Boulevard Boston, Massachusetts 02125 Email : awrtboston@gmail.com Melissa Gaudette	N	0
4	Bentley University 175 Forest Street Waltham, Massachusetts 02452 Phone : 781-891-2375 Email : GA_UCS@Bentley.edu Gayle McCue	N	0
5	Boston Career Link 1010 Harrison Avenue Boston, Massachusetts 02119 Phone : 617-536-1888 Email : BostonCareerLink@detma.org Fax : 1-617-427-8657 Career Services	N	0
6	Cambridge College 1000 Mass Ave. Cambridge, Massachusetts 02138 Phone : 617-873-0470 Email : Irina.galatskaya@cambridgecollege.edu Leslie Conder	Y	0
7	Cambridge NAACP P.O. Box 831 Cambridge, Massachusetts 02139 Email : development@naacpldf.org Kathy Reddick	N	0

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8	Colby Sawyer College 541 Main Street New London, New Hampshire 03281 Phone : 603-526-3766 Email : Jennifer.tockman@colby-sawyer.edu Career Services	Y	0
9	College of the Holy Cross One College Street Worcester, Massachusetts 01610 Email : CAREERS@holycross.edu Career Services	N	0
10	Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Url : https://journalism.columbia.edu/careers Email : cujcareers@columbia.edu Melissa McLaney	Y	0
11	Curry College 1071 Blue Hill Avenue Milton, Massachusetts 02186 Phone : 617-333-2195 Email : careerdevelopment@curry.edu Kristin Menconi	N	0
12	Emerson College 216 Tremont Street, Boston, MA 02116, Boston, Massachusetts 02116 Url : https://careerbuzz.emerson.edu Email : careers@emerson.edu Career Services	Y	0
13	Emmanuel College 400 The Fenway Boston, Massachusetts 02115 Phone : 617-735-9930 Email : careercenter@emmanuel.edu Tracey Clingingsmith	Y	0
14	Employee Referral	N	5

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15	Employment and Training Resources 201 Boston Post Road West Suite 200 Marlboro, Massachusetts 01752 Phone : 508-786-0928 Email : DCSFeedback@MassMail.State.MA.US Fax : 1-508-766-5790 Career Services	Y	0
16	Endicott College Career Center 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-232-2101 Email : careers@endicott.edu Dale McLennan	Y	0
17	Franklin Pierce University 40 University Drive Rindge, New Hampshire 03461 Email : careercenter@franklin Pierce.edu Rosemary Nichols	Y	0
18	Freedom House, Inc. 14 Crawford Street Dorchester, Massachusetts 02121 Email : info@freedomhouse.com Tanika Stephens	N	0
19	Google Jobs - Not directly contacted by SEU	N	1
20	Holyoke Community College 303 Homestead Ave Holyoke, Massachusetts 01040 Phone : 413-552-2597 Email : rpowers@hcc.edu Career Services	Y	0
21	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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22	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	1
23	iHM Human Capital Acquisition	N	7
24	Indeed.com - Not directly contacted by SEU	N	8
25	Internal Transfer/Promotion	N	3
26	Jobnet 210 South Street Boston, Massachusetts 02111 Email : ralexander@detma.org Fax : 1-617-338-2050 Rosemary Alexander	Y	0
27	Keene State College 229 Main Street Keene, New Hampshire 03435 Email : aca@keene.edu Career Services	N	0
28	Lasell College 1844 Commonwealth Ave. Newton, Massachusetts 02466 Email : careerservices@lasell.edu Career Services	N	0
29	Lesley University 29 Everett Street Cambridge, Massachusetts 02138 Career Services Manual Posting	N	0
30	LinkedIn - Not directly contacted by SEU	N	18
31	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	0

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32	MA College of Liberal Arts 375 Church St. North Adams, Massachusetts 01247 Email : career@mcla.edu Career Services	N	0
33	Mass Bay Community College 50 Oakland Street Wellesley, Massachusetts 02481 Phone : 781-239-3142 Email : kbasch@massbay.edu Kate Basch	Y	0
34	Mass Rehab Commission 230 Merrimack St Lawrence, Massachusetts 01843 Email : Paula.Santagati@state.ma.us Paula Santagati	Y	0
35	Massachusetts Broadcasters Association P.O. Box 401 43 Riverside Avenue Medford, Massachusetts 02155 Fax : 1-617-274-8833 Career Services	N	0
36	NAACP 330 Martin Luther King Blvd Mall of Roxbury Boston, Massachusetts 02119 Email : info@bostonnaacp.org Career Services	N	0
37	NAB Career Center 1771 N. Street NW Washington, District of Columbia Email : hr@nab.org Career Center	N	0
38	New Hampshire Association of Broadcasters 707 Chestnut Street Manchester, New Hampshire 03104 Phone : 603.627-9600 Url : www.nhab.org Email : info@nhab.org Career Services	N	0
39	On-Air Announcement (One or More SEU Stations)	N	1

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40	Progresso Latino, Inc. 626 Broad Street Central Falls, Rhode Island 02863 Email : info@progresolatino.org Fax : 1-401-724-5550 Mario Bueno	Y	0
41	RI Indian Council 807 Broad Street Providence, Rhode Island 02903 Email : dwaldron@rhodeislandindiancouncil.org Career Services	Y	0
42	Salem State College 352 Lafayette St. ECC 105 Salem, Massachusetts 01970 Phone : 978-542-6406 Email : career@salemstate.edu Lisa Morency	Y	0
43	Smith College 84 Elm Street Northampton, Massachusetts 01063 Phone : 413-585-4328 Email : recruiting@smith.edu Brenda Jameson	Y	0
44	Society of Broadcast Engineers (SBE) Inc. 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Email : kjones@sbe.org Career Services	N	0
45	Suffolk University 8 Ashburton Place Boston, Massachusetts 02108 Phone : 617-573-8480 Email : careers@suffolk.edu Terry Wells	Y	0
46	Triangle, Inc. 420 Pearl Street Malden, Massachusetts 02148 Phone : 781-388-4320 Fax : 1-781-322-0410 Debbie Muldoon	Y	0

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47	University of Maine Dept. of Communications and Journalism Orono, Maine 04469 Email : umainecareercenter@maine.edu Career Services	N	0
48	Unknown (source not adequately identified upon inquiry by SEU)	N	3
49	Wentworth Institute of Technology 550 Huntington Avenue Boston, Massachusetts 02115 Email : careerservices@wit.edu Career Services	N	0
50	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:			47

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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	3/6/2023	Participation in events sponsored by organizations representing the community	Our SVP Sales attended the Massachusetts Broadcasters Association virtual job fair. She spoke about careers in Broadcasting and Radio and other employment opportunities within iHeartMedia. This fair also included the job posting of Account Executive.	1	SVP Sales
2	10/24/2023	Provision of training to management	In October 2023, our 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
3	10/30/2023	Provision of training to management	On October 2023, our VP of Sales took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	VP of Sales
4	11/11/2023	Establishment of a mentoring program	During 2022 – 2023 Boston Area Director of Programming and Operations SEU mentored WBZ-AM (Assistant Director of News and Programming) in Boston, MA. The mentorship focused on the daily logistics and operations of the newsroom, including weekly meetings for on-the-job training to enhance the mentee's leadership skills. He was also counseled on setting a good example for our team and putting the staff's interests ahead of his. Additionally, he was actively involved in the hiring process, leveraging his ability to discover new talent for the growth of the newsroom. As a result of this mentorship, he was promoted to the position of News Director for WBZ-AM.	2	Director of Programming and Operations Assistant Director of News & Programming