

WCAO, WPOC, WQSR, WZFT
EEO PUBLIC FILE REPORT
June 1, 2021 - May 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 |
|---|---|-------------------------------|
| Promotions Director - iHeartMedia Baltimore | 5-7, 9-11, 13, 16-19, 21, 23, 25-26, 28-29, 31-36, 38, 43 | 9 |
| Multimedia Automotive Account Executive | 2, 5-7, 9, 11, 13, 15-19, 21, 23, 25-26, 28-29, 31-36, 38, 40, 43 | 9 |
| Promotions Director - iHeartMedia Baltimore | 1, 3-8, 10-34, 36-43 | 20 |

WCAO, WPOC, WQSR, WZFT**EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****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 | Asian Women's Self Help Association 1140 Connecticut Avenue Suite 1200 Washington DC, Washington 20036 Phone : 202-683-2019 Url : http://www.ashaforwomen.org Email : coordinator@ashaforwomen.org Career Services | N | 0 |
| 2 | Baltimore Vet Center 1777 Reisterstown Road Suite 199 Baltimore, Maryland 21208 Phone : 410-764-9400 Url : http://www.2.va.gov Fax : 1-410-764-7780 Paula Wolff | N | 0 |
| 3 | Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-860-4000 Url : http://www.bowiestate.edu Dale Oneil Manual Posting | N | 0 |
| 4 | Columbia School of Broadcasting 3947 University Drive Fairfax, Virginia 22030 Phone : 703-591-6000 Url : http://www.columbiaschoolbroadcas.com Email : cujcareers@columbia.edu Fax : 1-703-591-6147 William Butler | N | 0 |
| 5 | Community College of Baltimore 800 South Rolling Road Baltimore, Maryland 21228 Phone : 443-840-4435 Email : careerservices@ccbcmd.edu Sarah Holiday | N | 0 |
| 6 | Community of Hope 1717 Massachusetts Avenue NW Suite 805 Washington, District of Columbia 20036 Phone : 202-407-7750 Url : http://www.communityofhopedc.org/ Email : hr@cohdc.org Brittany Simpson | Y | 0 |

WCAO, WPOC, WQSR, WZFT
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

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 | Connecticut School of Broadcasting 611 Route 46 West, Suite 102 Hasbrouck, New Jersey 7642 Phone : 201-288-7900 Url : http://www.gocsb.com Email : Efierstein@gocsb.com Fax : 1-201-288-7901 Micahel Ryan | Y | 0 |
| 8 | Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : http://www.coppin.edu Email : CareerServices@coppin.edu Fax : 1-410-951-3920 Linda Beowie | N | 0 |
| 9 | Employee Referral | N | 5 |
| 10 | George Mason University 4400 University Drive Fairfax, Vermont 22030 George Mason University Career Center Manual Posting | N | 0 |
| 11 | George Washington University Div. of HR/Foggy Bottom Campus 2033 K Street NW Suite 220 Washington DC, Washington 20052 Phone : 202-994-6495 Url : http://www.gwu.edu Email : ChrisRoy@Gw.edu Fax : 1-202-994-9680 Christine Roy | N | 0 |
| 12 | Georgetown University 37th and O Street NW Washington DC, Washington 20057 Phone : 202-687-7121 Url : http://www.georgetown.edu Allynn Powell Manual Posting | N | 0 |

WCAO, WPOC, WQSR, WZFT**EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****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 |
|------------------|--|--|---|
| 13 | Goucher College 1021 Dulaney Valley Road Baltimore, Maryland 21204 Phone : 410-337-6224 n/a n/a Manual Posting | N | 0 |
| 14 | Greater Washington Workforce Development Collaborative 1201 15th Street NW #430 Washington, Delaware 20005 Email : dleary@thecommunityfoundation.org Greater Washington Workforce Development Collaborative | N | 0 |
| 15 | Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703-671-5666 ext 32 Url : http://www.hcva.org Fax : 1-703-671-2325 Stella Clavijo | N | 0 |
| 16 | Howard University 525 Bryant Street NW Suite 109 Washington DC, Washington 20059 Phone : 202-806-7513 Url : http://www.howard.edu Email : Huocreruit@gmail.com Fax : 1-202-462-4267 Ladi Sanu | N | 0 |
| 17 | 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 |
| 18 | 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 |

WCAO, WPOC, WQSR, WZFT**EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****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 |
|------------------|---|--|---|
| 19 | Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Phone : (800) 248-4242 x708 Email : kevin@insideradio.com Fax : 1-877-270-3998 Kevin Owens | N | 0 |
| 20 | Internal Posting | N | 1 |
| 21 | Japanese American Citizens League 1850 M Street NW Suite 1100 Washington DC, Washington 20036 Phone : 202-223-1240 Url : http://www.jacl.org Email : policy@jacl.org Fax : 1-202-296-8082 Career Services | N | 0 |
| 22 | Jewish War Vets of the USA 1 Ivory Crest Court Baltimore, Maryland 21209 Phone : 410-653-5577 Url : http://www.jwv.org Email : jwv@jwv.org Fax : 1-410-653-2334 Erwin Burtnick | N | 0 |
| 23 | Korean Community Service Center 7700 Little River Turnpike #406 Annandale, Virginia 22003 Phone : 703-354-6345 Url : http://www.kcsgw.org Email : lienhickey@gmail.com Fax : 1-703-354-6391 Lien Hickey | N | 0 |
| 24 | 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 |

WCAO, WPOC, WQSR, WZFT**EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****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 |
|----------------------|---|--|---|
| 25 | Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2000 Email : mdemanss@loyola.edu Fax : 1-410-617-5125 na na | N | 0 |
| 26 | McDaniel College 2 College Hill Westminister, Maryland 21157 Phone : 410- 871-3305 Url : http://www.mcdaniel.edu/undergraduate/the-mcdaniel Email : CEO@mcdaniel.edu na na | N | 0 |
| 27 | Montgomery College RA 108 51 Mannakee Rockville, Maryland 20850 Phone : 240-567-5062 Url : http://cms.montgomerycollege.edu Email : beth.reilly@montgomerycollege.edu Career Services | N | 0 |
| 28 | Morgan State University 1700 East Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3333 x3110 Email : careers@morgan.edu Fax : 1-443-885-8267 Earlene Goodson | N | 0 |
| 29 | National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nmann@nab.org Fax : 1-202-429-5343 Career Services | N | 0 |

WCAO, WPOC, WQSR, WZFT**EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****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 |
|----------------------|---|--|---|
| 30 | National Council of Negro Women 633 Pennsylvania Avenue NW Washington DC, Washington 20005 Phone : 202-737-0120 Url : http://www.ncnw.org Email : info@ncnw.org Fax : 1-202-737-0476 Cassandra Wint | N | 0 |
| 31 | Notre Dame of Maryland University 4701 North Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : http://www.ndm.edu/offices-and-services/career-cen Email : career@ndm.edu Tia Lewis | N | 0 |
| 32 | Omega Studios' School of Applied Recording Arts & Sciences 5609 Fishers Lane Rockville, Maryland 20852 Phone : 301-230-9100 Url : www.omegastudios.com Email : robert@omegastudios.com Robert Adams | Y | 0 |
| 33 | Organization of Chinese American Women 4641 Montgomery Avenue Suite 208 Bethesda, Maryland 20814 Phone : 301-907-3898 Url : http://www.ocawwomen.org Email : Maryland@ocawwomen.org Fax : 1-301-907-3899 Christina Wong Poy | N | 0 |
| 34 | Salisbury University 1101 Camden Avenue Salisbury, Maryland 21801 Phone : 410-543-6000 Email : swcareer4@salisbury.edu Fax : 1-410-546-6910 Daquan Mincy | N | 0 |

WCAO, WPOC, WQSR, WZFT**EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****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 |
|------------------|---|--|---|
| 35 | Silver Spring Vet Center 10411 Motor City Dr. 5th Floor Bethesda, Maryland 20817 Phone : 240-395-1428 Email : Wayne.Miller3@va.gov Wayne Miller | N | 0 |
| 36 | Stevenson University 1525 Greenspring Valley Road Stevenson, Maryland 21153 Phone : 443-352-4477 Email : careerservices@stevenson.edu Fax : 1-443-352-4475 n/a na | N | 0 |
| 37 | Towson University Career Center 7800 York Road Suite 206 Towson, Maryland 21252 Phone : 410-704-3459 Url : http://www.towson.edu/careercenter Career Services Manual Posting | N | 0 |
| 38 | United Black Fund 2500 Martin Luther King Jr. Avenue SE Washington DC, Washington 20020 Url : http://www.ubfinc.org Email : UnitedBlackFund@ubfinc.org Career Services | Y | 0 |
| 39 | University of District of Columbia 4200 Connecticut Ave NW Washington DC, Washington 20008 Phone : 202-274-5800 Url : http://www.udc.edu Email : careerservices@udc.edu Lydia Williams | N | 0 |
| 40 | University of Maryland Baltimore County 1000 Hilltop Circle Baltimore, Maryland 21250 Phone : 410-455-3906 Email : annap@umbc.edu Fax : 1-410-455-1075 Joan Allen | N | 0 |

WCAO, WPOC, WQSR, WZFT**EEO PUBLIC FILE REPORT****June 1, 2021 - May 31, 2022****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 |
|--|--|--|---|
| 41 | University of Maryland Career Center 3100 Hornbake Library College Park, Maryland 20742 Phone : 301-314-0420 Url : http://www.careercenter.umd.edu Email : ucc-recruiting@umd.edu China Wilson | N | 0 |
| 42 | Women of Washington Inc. 2112 Century Park Ln Apt 211 Los Angeles, California 90067 Url : http://www.womenofwa.com Email : info@womenofwa.com Career Services | N | 0 |
| 43 | 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: | | | 6 |

WCAO, WPOC, WQSR, WZFT
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|--------------------------|
| 1 | 11/15/2021 | Participation in events sponsored by organizations representing the community | Our Program Director participated in an interactive virtual career exploration experience sponsored by Junior Achievement for students from Baltimore County Public Schools, Baltimore City Public Schools, Howard County Public Schools, and other school districts across Maryland. As part of the experience, our SEU set up a virtual “booth” to showcase what it is like working in radio. | 1 | Program director |
| 2 | 1/4/2022 | Establishment of a mentoring program | Our SEU established a mentoring program for junior Account Executives to advance their sales careers. Our senior Account Executives guide the mentees (Associate Account Executives), providing professional development and skills, including help with sales calls and procedural matters, as well as help with sales events and career guidance. Four employees were selected to participate in this year-long mentoring program. | 4 | Various |
| 3 | 3/23/2022 | Participation in events sponsored by organizations representing the community | Our Vice President of Sales participated in a virtual workshop with Adelante Latina, a Baltimore-area non-profit that helps High School Latinas apply for, get into, and have success in college. During the workshop, our Vice President of Sales discussed how to create a LinkedIn profile, how to find people to connect to, and how to look for and apply for jobs. | 1 | VP of sales |
| 4 | 4/20/2022 | Participation in Job Fairs | On April 20, 2022, our SEU attended a Spring Career Fair held for students at the University of Maryland Baltimore County campus in Baltimore, MD. Approximately 50 students attended this job fair where SEU hosted a booth and handed out information on how students could apply for jobs at iHeartmedia particularly for sales and promotions openings for which we are hiring. We encouraged students to make use of the iHeart Careers website. | 1 | Program director |

WCAO, WPOC, WQSR, WZFT
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|--------------------------|
| 5 | 4/25/2022 | Participation in events or programs sponsored by educational institutions | A member of our SEU visited Towson University on April 25, 2022 and spoke to the Business and Professional Development class to discuss career advancement. Our staff member shared her work history (starting as an intern and working her way to Promotions Director) and advancement in the radio industry. She then participated in a question-and-answer session with the class. | 1 | Program director |
| 6 | 4/29/2022 | Participation in events or programs sponsored by educational institutions | Our SEU gave a tour to 22 students from Towson University located in Towson, Maryland, who visited our SEU for an in depth tour of our studios and learned about different careers in the various departments. This includes management, programming, promotions, and sales. | 7 | Various |
| 7 | 5/9/2022 | Provision of training to management | In May 2022, our SEU's Program director 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 | Program director |