

WLTW(FM), WWPR(FM), WKTU(FM), WHTZ(FM) & WAXQ(FM) WOR710 (AM)
iHeartMedia NYC EEO Year End Report¹
February 1, 2015 – January 31, 2016

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
WOR ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
NATIONAL SALES ASSISTANT	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	54
SALES ASSISTANT	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	1
SALES ASSISTANT	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
WOR ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	1
PROJECT MANAGER	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	22
METS/WOR ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
METS/WOR ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
SALES ASSISTANT	1-16,18-26,28-30,32-33,35-45,47,49,52-54,60-61,63-69	22
WWPR INTEGRATED WRITER/EDITOR	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	1
METS/WOR ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
WOR FULL TIME BOARD OP	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	22
WKTU FULL TIME BOARD OP	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	22
WOR/METS SPORTS ANNOUNCER	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
WWPR F/T BOARD OP FOR BREAKFAST CLUB	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	22
ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
WOR ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	1
WOR GENERAL SALES MANAGER	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
INTEGRATED MEDIA SALES ACTIVATION MGR	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	22
WWPR ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
WOR F/T BOARD OP / PRODUCER	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
WOR/METS GSM	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
CREATIVE SERVICE DIRECTOR	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	22
WOR ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
WOR ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
WOR ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
DIGITAL AD OPERATIONS ASSOCIATE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	21
SALES MGR/BRANDED ENTERTAINMENT	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
Z100 AFTERNOON ON-AIR HOST	1-16,18-26,28-30,32-33,34,35-45,47,53-54,60-61,66-69	22
WOR ACCOUNT EXECUTIVE	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
CLIENT SERVICE MANAGER	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	22
SALES ASSISTANT	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	1
GRAPHIC DESIGNER	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	1
WOR FULL TIME BOARD OPERATOR	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	1
DIRECTOR OF MARKETING/PROMOTIONS	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	22

¹ This report provides recruitment data collected from January 22, 2015 to January 21, 2016

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Z100 ON-AIR HOST NIGHTS	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	22
SALES MANAGER	1-16,18-26,28-30,32-33,35-45,47,53-54,60-61,66-69	23
	TOTAL RECRUITMENT	38

II. 2015 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	<p>iHeartMedia 32 Avenue of the Americas New York, NY 10013 Main# 212-377-7900 http://iheartmedia-openhire.silkroad.com</p>	N	7
2	<p>New York Market Radio 261 Madison Avenue, 23rd Floor New York, NY 10016 Phone: 646-254-4493 Fax: 646-254-4498 Attn: Deborah Beagan, Executive Director Website: http://www.nymrad.org/jobs_avail.php Go directly online</p>	Y	
3	<p>The Workforce Investment Board of Passaic County 401 Grant St. Room 417 Paterson, NJ 07505 Attn: Ruth Paterson RPATTERSON@PCWDC.ORG 973-742-9226 ext. 7212</p>	Y	
4	<p>New Jersey Department of Labor & Workforce Development 438 Summit Avenue, 2nd Floor Jersey City, NJ 07306 Phone: 201-217-7179 Attn: Hugh Caufield State Workforce Job Board gets automatically posted through OpenHire</p>	Y	
5	<p>The Emma Willard House – Middlebury College 131 South Main Street Middlebury, VT 05753 Phone: 802-443-5158 Must go directly online to MOJO to post openings http://www.middlebury.edu/studentlife/cci/employers</p>	Y	
6	<p>Columbia University Vernon Gibbs II Center for Career Education 2960 Broadway MC5727 New York, NY 10027 Need to go on LionSHARE to post these positions</p>	Y	
7	<p>SJU - St. John's University April M. Merenda Asst. Dean/External Affairs 8000 Utopia Parkway Jamaica, NY 11439 P: 718-990-6603 merendaa@stjohns.edu (updated Jan. 2015)</p>	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
8	Henry Street Settlement Workforce Development Center 99 Essex Street, 3rd Floor New York, NY 10002 P 212-478-5400 ext 206 F 212-478-5413 Email: JTung@Henrystreet.org Attn: Jeanie Tung, Director of Business Development	Y	
9	Borough of Manhattan Community College 199 Chambers Street, New York, NY 10007 SEND POSTINGS TO: City University of NY Travel & Tourism Management 245 Greenwich St, Flterman 830U New York, NY 10007 212-220-8214 Dr. Elinor Garely, Professor Email: eg@etn.travel	Y	
10	Long Island University – Brooklyn Campus Office of Career Services 1 University Plaza – Pratt 510 Brooklyn, NY 11201 Phone: 718-488-1039 Stephanie Steinberg Stephanie.steinberg@liu.edu or Amy Rothenberg Amy.rothenberg@liv.edu	Y	
11	NY University/Arthur L. Carter Journalism Institute 20 Cooper Square, Room 647 New York, NY 10003 Craigh Barboza, Career Services Specialist 212-998-3837 Email: Craigh.Barboza@nyu.edu Sylvan Solloway sylvan.solloway@nyu.edu	Y	
12	New York State Department of Labor Claire Rizzo NYC Region, Business Services Phone 718-613-3954 Fax 718: 613-3952 State Workforce Job Boards get automatically posted through OpenHire	Y	
13	Essex County College 303 University Avenue Newark, NJ 07102 Phone: 973-877-3270 Attn: Sybil Bost-Wormley swormley@essex.edu	Y	
14	Touro College 27-33 West 23rd Street New York, NY 10010-4202 Email: ajimenez@touro.edu Attn: Adriana Jimenez	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
15	Medgar Evers College Career Management Services 1650 Bedford Ave – S302 Brooklyn, NY 11225 Phone: 718-270-6055 Attn: Jemma St. Lawrence Email: mec-career@mec.cuny.edu	Y	
16	Syracuse University – S.I. Newhouse School of Public Communications 215 University Place Syracuse, NY 13244 Phone: 315-443-1913 Attn: Career Development Center belichti@syr.edu	Y	
17	Inside Radio 81 Main Street, Suite 2 Littleton, NH 03561 Phone: 800-640-8852 Email: ads@insideradio.com Attn: Gene McKay	N	
18	Seton Hall University 400 South Orange Avenue The Career Center, 2 nd Floor, Bayley Hall South Orange, NJ 07079 973-275-2316 Sandra V. Maloney, Asst. Director sandra.maloney@shu.edu	Y	
19	Kean University 1000 Morris Avenue Union, NJ 07083 Phone: 908-737-0456 Email: kmirrer@kean.edu Attn: Dr. Kristine Mirrer, Department of Media & Film	Y	
20	William Paterson University Career Development Center Student Center Room 301 300 Pompton Road Wayne, NJ 07470 Phone: 973-720-3020 Email: barrowsm@mpunj.edu Attn: Mary Alice Barrows, Assistant Director	Y	
21	Pace University – New York Campus 41 Park Row, 14th Floor New York, NY 10038 Phone: 212-346-1950 Fax: 212-346-1731 Email: Jeffrey N. Kamberg Attn: Director of Employer Relations JKamberg@pace.edu	Y	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
22	Internal Promotion/Transfer	N	11
23	Word-of-Mouth Referral	N	18
24	Institute of Audio Research 64 University Place New York, NY 10003 Phone: 212-677-7580 Attn: Phillip Lazar Email: plazar@iar.edu	Y	
25	Monmouth University 400 Cedar Avenue West Long Branch, NJ 07764-1898 Phone: 732-571-3471 Attn: Career Services	Y	
26	University of Pennsylvania Career Services McNeil Building, Suite 20 3718 Locust Walk Philadelphia, PA 19104-6209 Phone: 215-898-4827 Fax: 215-898-2687 Attn: Anne Marie Gercke Email: listings@pobox.upenn.edu	Y	
27	Craigslist Website http://newyork.craigslist.org/ Must go directly online to post	N	
28	Five Towns College 305 North Service Road Dix Hills, NY 11746 Attn: Krysti M. O'Rourke, Director of Career Services O 631-656-2163 F 631-656-2192 Email: krysti.orourke@ftc.edu	Y	
29	New York State Broadcasters Association 1805 Western Avenue Albany, NY 12203 Phone: 518-456-8888 Attn: Mark C. Holloway Email: admin@tvjobs.com sandy@nysbroadcasters.org	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
30	<p>Fordham University Kathlene Mullaney Assoc. Dir. Of Employer Relations Office of Career Services 441 East Fordham Road, McGinley 224 Bronx, NY 10458 Kmullaney1@fordham.edu Also added Dennis Grant, Sr. Dir. Personal & Prof. Devel. Gabelli School of Business/Graduate School of Business 33 West 60th Street, 4th Floor New York, NY 10023 O – 212-636-6170 M 646-265-8016 Email: dgrant17@fordham.edu FOR POSTINGS GO DIRECTLY ON: https://fordham-csm.symplicity.com/employers (updated Jan 2015)</p>	Y	
31	<p>Media Bistro 475 Park Avenue South New York, NY 10016 Division of Web Media Brands Inc. Must go directly online to post</p>	N	
32	<p>Ithaca College Office of Career Services 953 Danby Road 101 Muller Ithaca, NY 14850 Attn: John Fracchia Email: careers@ithaca.edu 607-274-3365</p>	Y	
33	<p>College of Staten Island 2800 Victory Blvd., 1A-105 Staten Island, NY 10314 Phone: 718-982-2300 Fax: 718-982-2308 Email: careers@mail.csi.cuny.edu Attn: Florence Zurica www.csicuny.optimalresume.com</p>	Y	
34	<p>Radio and Television Business Report P.O. Box 6633 Woodbridge, VA 22195 Attn: April McLynn Must go online directly to post jobs www.rbr.com</p>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
35	<p>Focus Hispanic Center for Community Development Inc. 441-443 Broad Street Newark, NJ 07102 Phone: 973-624-2528 Attn: Career Services Ms. Aevilda Perez Job Developer 973-624-2528 ext. 114 aperez@focus411.org</p>	Y	
36	<p>Connecticut School of Broadcasting 611 Route 46 West, Suite 102 (36A) Hasbrouck Heights, NJ 07604 Phone: 201-288-7900 Fax: 201-288-7901 (John Olson – Campus Coord/Intern) 1400 Old Country Road, Suite 211 (36B) Westbury, NY 11590-5156 Phone: 516-280-6801 Fax: 516-280-6802 Website: www.GoCSB.com Email: csbwestbury@gocsb.com Attn: Rebecca Meszaros</p>	Y	
37	<p>Rutgers University Career Development Center 360 Dr. Martin Luther King Jr. Blvd. Hill Hall, Room 112 Newark, NJ 07102 Phone: 973-353-5312 Email: cegan@newark.rutgers.edu Michelle Bryan: mbryan@newark.rutgers.edu Attn: Cheryl Egan, Assistant Director/Intern Coordinator Http://cdc.newark.rutgers.edu</p>	Y	
38	<p>Hobart & William Smith College Salisbury Center for Career Services Trinity Hall Geneva, NY 14456 315-781-3514 Stephanie Annear Email: sannear@hws.edu</p>	Y	
39	<p>Brooklyn College 2900 Bedford Avenue, Room 1303 James Hall Brooklyn, NY 11210 Magner Career Center, Brooklyn College Fred Balsam Email: Fbalsam@brooklyn.cuny.edu 718-951-5696 Email: jobpostings@brooklyn.cuny.edu Updated Jan 2015</p>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
40	Queens College 65-30 Kissena Blvd Flushings, NY 11367 718-997-4465 Tesfaye Asfaw – Director of Career Center Email: tes.asfaw@qc.cuny.edu	N	
41	Penn State University Career Services 105 Bank of America Career Service Center University Park, PA 16802 Must go directly online to submit job posting	N	
42	York College 94-20 Guy R. Brewer Blvd Jamaica, NY 11451 Michael B. Smith mbsmith@york.cuny.edu Or Career@ork.cuny.edu	Y	
43	Art Institute of New York City Emily-Anne McCormack Career Services Advisor Phone: 212-625-6057 Email: emccormack@aia.edu (added 3/11/15)		
44	Staten Island YMCA New Americas Welcome Center 285 Vanderbilt Avenue Staten Island, NY 10304 718-981-4382 Rachael Rinaldo, Program Coordinator Email: rrinaldo@ymcanyc.org	Y	
45	Colgate University 13 Oak Drive Hamilton, NY 13346 315-228-7318 Danielle Bikowsky – Recruiting Coordinator Send to her and she'll place on navigate. colgaterecruiting@colgate.edu Or Keith Watkins	Y	
46	Bond Street Group LLC Force One Entertainment 261 Madison Avenue. 17 th Floor New York, NY 10016 212-277-7600 Attn: Jeff Rosenfeld	N	
47	RAMP (Radio & Music Pros) Kevin Carter (Recruiter) 661-294-9408 KCarter@mydamchannel.com	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
48	Radio Ink 2090 Palm Beach Lakes Blvd. Suite 300 West Palm Beach, FL 33409 561-655-8778 Must go directly online to post and pay for posting	N	
49	LINKED IN –online recruiting tool www.linkedin.com	N	
50	Radio\Online LLP 3500 Tripp Avenue Amarillo, TX 79121-1637 Must go directly online to post openings	N	
51	Ladders (recruiting website) 1-877-302-4239 www.theladders.com	N	
52	Bullhorn Reach 33-41 Farsworth St. Boston, MA 02210 617-478-9110 Added through our Corp. office	N	
53	Wilson Human Capital Group Laura Sifferman Talent Acquisition Consultant 400 N. Ashley Drive Tampa, FL 33602 813-600-4303	Y	
54	Indeed 177 Broad Street, 6 th Floor Stamford, CT 06901 www.indeed.com	N	1
55	Lucas Group 500 Fifth Avenue, Suite 1100 New York, NY 800-208-6172 Main 212-599-2200 Matthew Santoli	N	
56	Robert Half Menlo Park, CA 1800-474-4253 www.roberthalf.com	N	
57	TSG Executive Search 421 Alyssa Brooke Drive Shepherdsville, KY 40165	N	
58	Society of Broadcast Engineers, Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone (317) 846-9000	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
59	Resource Management Group 177 Broad Street, 11 th Floor Stamford, Conn 06901 203-961-7000 Attn: Jonathan Gould	N	
60	Hempstead Works 50 Clinton Street, Suite 400 Hempstead, NY 11550 Sandy Rubin 516-485-5000 ext. 110 srubin@hempsteadworks.com	Y	
61	Dream Careers/Shelley Thomas Internship Coordinator 134 W. 26 th Street, Suite 1200 New York, NY 10001 212-367-4656 Shelley@dreamcareersinc.com	Y	
62	Monster.com Website: www.monster.com	N	
63	www.SimplyHired.com Simply Hired Inc 370 San Aleso Avenue, #200 Sunnyvale, CA 94085 1-408-400-4700	N	
64	www.Glassdoor.com Glass Door 100 Shoreline High, Bldg. A Mill Valley, CA 94941-3645	N	
65	www.Recrut.net	N	
66	Tufts University Dowling Hall Suite 740 Medford, MA 02155 Career Center – Attn: Susannah.Krenn@tufts.edu 617-627-3299	Y	
67	Nassau Community College Career Counseling Center 1 Education Drive Garden City, NY 11530 516-572-7696 Constance.Egelman@ncc.edu	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
68	WBMB Baruch College Radio One Bernard Baruch Way – Box H-134 New York, NY 10010 Attn: George Stasko, Operations Advisor O: 646-312-4489 F: 646-312-1476 Email: George.stasko@baruch.cuny.edu (added 3/5/15)	Y	
69	Berkeley College 3 East 43 rd Street 6 th Floor – Career Services New York, NY Email: mt@berkeleycollege.edu	Y	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			38

WLTW/WWPR/WKTU/WHTZ/WAXQ/WOR710
EEO PUBLIC FILE REPORT
iHeartMedia NYC EEO Report
III. RECRUITMENT INITIATIVES
Feb. 1, 2015 through Jan. 31, 2015

**All the above call letters are FM stations*

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	<u>Internship Programs</u>	<p>The SEU's Programming Department employed 82 interns during 2015. These interns received on-the-job training in on-air programming, sales, promotion /marketing departments. The interns were recruited from the following schools: Howard University, William Paterson, Hofstra, Brooklyn, City College of NY, LaGuardia Comm., LI Univ., Seton Hall, Univ. of Florida, Wagner College, Univ. of Wisconsin, Stony Brook Univ., St. John's Univ., Wagner College, Manhattan College, Five Towns College, SUNY New Paltz, Montclair, Rutgers, Manhattanville College, Mercy, Fairfield, Oswego, Fordham, Kingsborough, College of St. Elizabeth, CUNY, Univ. of Mississippi, Northwest University, Emerson, Vanderbilt Univ., Boston, Conn School of Broadcasting, Syracuse, Univ. of Southern California, Middle Tennessee State, Ithaca, Rutgers, Ramapo, American Univ., Pace, Sacred Heart and NY Institute of Technology. The interns were supervised by department heads.</p> <hr/> <p>The SEU's Promotion Department employed 14 paid interns during 2015. These interns received on –the-job training in promotions/ marketing and sales. These interns were recruited from St. John, Univ. of Mass., James Madison Univ., Monmouth, Univ. of Scranton, Nassau Community College, Syracuse, Ramapo College and Pace University. The interns were supervised by department heads.</p> <hr/> <p>The Sales Department employed 5 NYSBA Paid Interns. These interns were recruited from Univ. of Rhode Island, Sacred Heart, Binghamton Univ. and Baruch. These interns received on-the-job training in promotions/marketing, programming, and sales.</p>
2	New York College Corner	<p>Each of our 6 stations participated in the College Corner which gives the Community information about the best schools in the Tri-State area. Lists Open Houses and Special Events at each school and offers community the chance to view videos of all the schools. Also offers opportunity to sign up for Internships within our 6 station cluster, in all areas. (Sales, Promotion, Marketing, Programming and Online)</p> <p>http://www.newyorkcollegecorner.com/main.html</p>
3	JOB FAIRS Co-Hosted Job Fair with New York's 15th Annual Diversity Employment Day Career Fair	<p>One Recruiting Manager and one Recruiting Coordinator, participated in the NY 15th Annual Diversity Employment Day Career Fair, held at Holiday Inn Midtown/ 57th Street, NY, on 3/27/15 from</p>

		<p>11:00am to 3:00pm. Collected resumes and spoke to students about iHeartMedia Internships and other current available openings.</p> <p>5/4/15 through 5/8/15- hosted On-air job fair promoting Account Executive job openings available at iHeartMedia. Managers reviewed and interviewed candidates. On-air and digital announcements were from 5/4 through 5/8/15.</p> <p>Recruiting Manager attended the 10/1/15 Pace University Fall Job and Internship held at One Pace Plaza 1-5pm. Discussed openings at iHeartMedia and collected resumes and interviewed candidates for potential future internships with iHeartMedia.</p> <p>Recruiting Manager attended Multicultural Career Workshop conference and hosted NYMRAD table on Friday, 12/4/15, at the American Management Association, Executive Conference Center (AMA) 1601 Broadway, NY, 11:00am to 12:30pm. Discussed openings at iHeartMedia and collected resumes and interviewed candidates for potential future internships.</p>
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