

WFLA-FM, WGMY(FM), WTLY(AM), WTNT-FM, WXSJ(FM)
EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016

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 | 1-13 | 7 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSJ")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 1 | All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver | N | 0 |
| 2 | Big Bend Minority Chamber of Commerce 1028 E. Park Avenue Tallahassee, Florida 32301 Phone : 850-577-0789 Url : www.mybbmc.org Email : info@mybbmc.org Jessica Rafael | N | 0 |
| 3 | Capital City Chamber of Commerce 1602 S. Monroe Tallahassee, Florida 32302 Phone : 850-224-0152 Url : http://www.capitalcitychamber.com/ Email : info@capitalcitychamber.com Fax : 1-850-224-0512 Career Services | N | 0 |
| 4 | Florida A&M Univ 1676 S. Martin Luther King Jr Blvd. Tallahassee, Florida 32307 Phone : 850-599-8808 Url : careercenter.famu.edu Email : careercenter@famu.edu Melony Washington | N | 0 |
| 5 | Florida State Univ 100 South Woodward Avenue Tallahassee, Florida 32306-4162 Phone : 850-644-6431 Url : www.career.fsu.edu Email : careermail@admin.fsu.edu Sean Collins | N | 0 |
| 6 | iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 | N | 0 |

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|------------------|---|--|---|
| 7 | 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 |
| 8 | Indeed 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting | N | 0 |
| 9 | Internal Posting 325 John Knox Rd Bldg G Tallahassee, Florida 32303 Phone : 228-3142312 Sandra Milton Manual Posting | N | 0 |
| 10 | Keiser University 1700 Halstead Blvd, Building 2 Tallahassee, Florida 32309 Phone : 850-906-9494 Url : http://alumni.keiseruniversity.edu/?page_id=84 Email : SSDirectorsKU@keiseruniversity.edu Career Services | N | 0 |
| 11 | Station Website (one or more SEU stations) 325 John Knox Rd Tallahassee, Florida 32303 Phone : 850-422-3107 Ashley Connel Manual Posting | N | 0 |
| 12 | Tallahassee Community College 444 Appleyard Dr Tallahassee, Florida 32304 Phone : 850-201-9970 Url : www.tcc.fl.edu Email : careercenter@tcc.fl.edu Christy Mantzanas | N | 0 |

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|--|---|--|---|
| 13 | Tallahassee Urban League 923 Old Bainbridge Rd Tallahassee, Florida 32303 Phone : 850-222-6111 Url : http://www.talul.org/ Fax : 1-850-561-8390 Career Services | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 1 |

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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 | 6/1/2016 | Establishment of training programs for station personnel | In June 2016 our Market Manager developed a training program to provide our Sales Assistant with the skills to work as a full time account executive. The curriculum included the attributes of an AE, prospecting, Customer Needs Analysis, proposal writing, Media Audit, Fusion, presentation skills, phone skills, understanding programming, order entry, closing techniques, and customer service. After completing the IHeartMedia Interactive Sales Training Course, personal one on one training was provided by our Market Manager and 2 Account Executives with whom she developed proposals accompanied on sales calls. | 3 | Market President Account Executive Account Executive |