

**WBGG-FM, WHYI-FM, WINZ, WIOD, WMGE, WMIA-FM, WMIB**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Reportor/Anchor	1-3, 6-14, 16, 19, 21-23, 25-27, 29-34	16
Account Executive	2-4, 6-14, 16-18, 21-23, 25-27, 29-34	11
Midday Host	2-4, 6-14, 16, 21-23, 25-27, 29-34	11
Account Executive	1-4, 6-14, 16, 21, 23, 25-27, 29-34	11
News Anchor/Reporter	1-4, 6-19, 21, 23, 25-27, 29-34	11
Account Executive	1-4, 6-17, 19, 21, 23, 25-27, 29-34	11
Account Executive	1-17, 19, 21, 23, 25-27, 29-34	16
Account Executive	1-17, 19, 21, 23, 25-27, 29-34	11
Account Executive	1-17, 19, 21, 23, 25-27, 29-34	5
Morning Show Producer	1-4, 6-17, 19, 21, 23, 25-27, 29-34, 36	36
Account Executive	1-4, 6-21, 23-35	19
Account Executive	1-4, 6-21, 23-35	11
Account Executive	1-4, 6-21, 23-35	18
Account Executive	1-4, 6-21, 23-35	24
Account Executive	1-4, 6-21, 23-35	11
Account Executive	1-4, 6-21, 23-35	11
On-Air Talent	1-4, 6-19, 21, 23, 25-27, 29-34	11

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**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>
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	Art Institute of Fort Lauderdale 1799 SE 17th Street Fort Lauderdale, Florida 33316 Phone : (954)308-2605 Email : JBerkshire@aii.edu Jodi Berkshire	Y	0
3	Broward Community College 1000 Coconut Creek Blvd Bldg 46/ room 238 Coconut Creek, Florida 33066 Phone : (954)201-2282 Url : www.broward.edu Email : jobsearch@broward.edu Career Services	Y	0
4	Broward Workforce One 7550 Davie Road Extension Hollywood, Florida 33024 Phone : (954)967-1010x138 Url : www.wflbroward.com/ Email : jepps@careersourcebroward.com Jeff Epps	Y	0
5	Career Fair - See Section III	N	1
6	City College 2000 W Commercial Blvd Suite 200 Ft Lauderdale, Florida 33309 Phone : 954-492-5353x2209 Email : mbelfond@citycollege.edu Manoucheka Belfond	Y	0
7	Connecticut School of Broadcasting 3450 northlake Boulevard Palm Beach Gdns, Florida 33403 Phone : (561)847-4126 Url : www.gocsb.com Email : sskinner@gocsb.com Fax : 1-561-847-4130 Stacey Skinner	Y	0

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8	Connecticut School of Broadcasting-Doral 8600 NW 36 Street, Suite 100, Miami, FL 33166 Miami, Florida 33166 Phone : 305-592-7133 Email : elynn@gocsb.com Erica Lynn	Y	0
9	DirectEmployers.org 9002 N. Purdue Rd., Ste. 100 Indianapolis, Indiana 46268 Phone : 317-874-9021 Url : <a href="http://www.directemployers.org">http://www.directemployers.org</a> Christy Merriman Manual Posting	N	0
10	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-3486 Email : Sandra.Rice@nbcuni.com Sandra Rice	Y	0
11	Employee Referral	N	16
12	Florida Atlantic University 777 Glades Road Room 222 Boca Raton, Florida 33431 Phone : (561)297-3533 Url : <a href="http://www.fau.edu">www.fau.edu</a> Email : jberma16@fau.edu Fax : 1-561-297-2740 Jennifer Berman	Y	0
13	Florida State University Career Center University Center 4th level Tallahassee, Florida 32306 Phone : (850) 644-6431 Url : <a href="http://www.fsu.edu">www.fsu.edu</a> Email : reception@admin.fsu.edu Fax : 1-850-644-3273 Michele Burney	Y	0
14	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : (757)727-5331 Email : careercenter@hamptonu.edu Bessie Willis	Y	0

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15	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
16	iHeartMediaCareers.com 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	5
17	Indeed 7501 Capital of Texas Hwy Austin, Texas Phone : 800-462-5842 Online Source Manual Posting	N	0
18	Indeed.com - Not Directly Contacted by SEU	N	9
19	Internal Posting Florida Career Services Manual Posting	N	8
20	Internet Ad-not directly contacted by SEU	N	1
21	Johnson & Wales University 1701 NE 127 Street North Miami, Florida 33181 Phone : (305) 892-7030 Url : <a href="http://www.jwu.edu">www.jwu.edu</a> Email : <a href="mailto:craig.skilling@jwu.edu">craig.skilling@jwu.edu</a> Fax : 1-305-892-7030 Career Services	Y	0
22	Keiser University 1500 NW 49th Street Ft. Lauderdale, Florida 33309 Phone : (954)431-4300 Email : <a href="mailto:ksornoza@keiseruniversity.edu">ksornoza@keiseruniversity.edu</a> Kenlly Sornoza  Prong 2 Ended Date: 1/5/2016	N	0

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<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>
23	Lindsey Hopkins Technical College 750 NW 20th Street A-120 Miami, Florida 33127 Phone : (305)324-6070 Ext 7044 Email : mdescartes@dadeschools.net Maggie Descartes	N	0
24	LinkedIn - Not Directly Contacted by SEU	N	2
25	Miami Dade College 627 SW 27th Avenue Room 1112 Miami, Florida 33135 Phone : (305)237-6247 Url : www.mdc.edu Email : jorge.hernandez2@mdc.edu Jorge Hernandez	Y	0
26	Miami Media School 901 South Miami Avenue Suite 303 Miami, Florida 33130 Phone : 305-728-1120 X 8105 Email : aserrate@beonair.com Ashley Serrate	N	1
27	New Birth Baptist Enterprize 8400 NE 2nd Avenue Miami, Florida 33138 Phone : (305)757-2199 Ext 225 Email : mfreeman@nbbcmiami.org Marietta Freeman	Y	0
28	Non-Employee Referral	N	1
29	Northside One Stop Center 7900 NW 27th Avenue Suit 200 Miami, Florida 33147 Phone : (305)693-2060x5476 Email : Kelvin.Taylor@CareerSourceSFL.com Kelvin Taylor	Y	0
30	Pennsylvania State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : (305)863-6081 Url : www.psu.edu Email : rpm163@psu.edu Bob Martin	Y	0

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<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>
31	SAE Institute of Technology-Miami 16051 West Dixie Highway Suite 200 North Miami Beach, Florida 33160 Phone : 305-944-7494 Email : f.troope@sae.edu Fiona Troope	Y	0
32	University of Florida 3104 Weimer Hall PO Box 118405 Gainesville, Florida 32611-8405 Phone : 352-392-0771x1158 Email : rgork@wruf.com Renee Gork	N	0
33	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : <a href="http://www.jou.ufl.edu/">http://www.jou.ufl.edu/</a> Email : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0
34	Universty of Miami P.O. Box 249127 Miami, Florida 33124 Phone : (305)284-2474 Email : lherrera@miami.edu Fax : 1-305-284-8186 Luis Herrera	Y	0
35	Word of Mouth Referral	N	1
36	z Exigent Circumstances	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>46</b>

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**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	1/19/2016	Participation in events or programs sponsored by educational institutions	On January 19, 2016, one of our On Air Personalities spoke to 50 students in the Upward Bound Program at Florida Atlantic University. Upward Bound is a pre-college program targeting first generation collect and/or economically disadvantaged youth. She discussed her experience in the broadcast industry and various career opportunities in radio.	1	see description
2	3/28/2016	Participation in events or programs sponsored by educational institutions	On March 28, 2017, our SEU sponsored the Juice High School Tour at Miami Central High School, a mobile event that promotes academics, education, social responsibility, and community for high school students. The event includes a student fair with music and vendor booths, a scholarship giveaway, and a live musical performance. SEU participants included our Partnership Manager, Sales Manager, On Air Talent, a MixShow DJ, and two Promotions Assistants, who spoke with students about the broadcast industry and career opportunities in radio.	6	See description
3	3/29/2016	Participation in events or programs sponsored by educational institutions	On March 29, 2016, our SEU sponsored the Juice High School Tour at Carol City High School, a mobile event that promotes academics, education, social responsibility, and community for high school students. The event includes a student fair with music and vendor booths, a scholarship giveaway, and a live musical performance. SEU participants included our Partnership Manager, Sales Manager, On Air Talent, a MixShow DJ, and two Promotions Assistants, who spoke with students about the broadcast industry and career opportunities in radio.	75	see description

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4	4/19/2016	Participation in events or programs sponsored by educational institutions	On April 19, 2016, several of our On Air Talent participated in a panel discussion for several hundred students at the University of Miami about career opportunities in radio. The discussion topics included their personal experiences in the broadcast industry, various career opportunities, and educational requirements.	1	
5	5/18/2016	Participation in events sponsored by community groups	On May 18, 2016, our SEU participated in the NAF Mega Student Industry Conference entitled "Paving the Way to a Future Career" at the Doubletree Miami Convention Center. SEU participants included an On Air Personality, who presented two sessions entitled "Let's Talk Radio" about the broadcast industry and career opportunities in radio.	1	See description
6	7/7/2016	Participation in events or programs sponsored by educational institutions	On July 7, 2016, our SEU hosted students from Miami Columbus High for a station tour, honoring the students for being named "Best High School Journalism Program." Station participants included our Operation Manager, General Sales Manager, and two On Air Personalities, who took the students through our facilities and spoke to them about the broadcast industry and career opportunities in broadcasting.	1	See description
7	7/19/2016	Participation in events or programs sponsored by educational institutions	On July 19, 2016, our SEU hosted students from the Miami Lighthouse for the Blind and Visually Impaired for a station tour. SEU participants included our on-air personalities for 103.5 The Beat two On-Air personalities and two promotions coordinators provided the 35 attendees with tours of our facilities and discussed the radio industry and career opportunities in broadcasting.	35	



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8	9/7/2016	Participation in other activities designed by the station employment unit	Every Thursday night, our SEU hosts students from different local high schools for Y-High, where students have the opportunity to visit our studios and co-host the Y100 Y5 Countdown (announcing the top 5 songs in South Florida, as voted by our listeners). Students have an opportunity to experience careers in radio and to speak with our On Air personalities. In September 2016, we hosted students from Somerset Academy South Homestead, Miami Arts Studio, St. Brendan High School, and Western High School.	80	