

WBTP, WDAE, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WXTB
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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	1-2, 5, 7-9, 12, 14, 16-22	9
Outside Account Executive	1-2, 5, 7-12, 15, 17-22	9
Outside Account Executive	1-2, 5, 7-12, 15, 17-22	15
Vice President of Sales/Sports and Talk	1-2, 5-22	11
Account Executive	1, 3, 6-9, 17, 20-21	6
WFLZ Morning Show Host	1-5, 7-10, 12-13, 15, 17-22	4

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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	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	Barry University 11300 NE Second Avenue Miami Shores, Florida 33161-6695 John Moriarty Manual Posting	N	0
3	Connecticut School of Broadcasting 3901 Coconut Palm Drive Tampa, Florida 33619 Phone : 8602887591 Email : missy@gocsb.com Missy Robinson	Y	0
4	Current Employee	N	1
5	DirectEmployers Association, Inc. 9002 N. Purdue Road, Suite 100 Indianapolis , Indiana Katherine Larrabee Manual Posting	N	0
6	Employee Referral	N	2
7	FL Association of Broadcasters 201 South Monroe Street Ste. 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Lindsay Varn	N	0
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0

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9	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	13
10	Indeed 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	1
11	Indeed.com - Not Directly Contacted by SEU	N	2
12	Inside Radio Texas Phone : 813-832-1000 Miki Parks Manual Posting	N	0
13	Internal Posting 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Jen Lawson Manual Posting	N	0
14	Internal Posting	N	4
15	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 813-832-1000 Miki Parks Manual Posting	N	5
16	LinkedIn - Not Directly Contacted by SEU	N	2
17	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0

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18	Society of Broadcast Engineers 9102 N Meridian St Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 John Poray Manual Posting	N	0
19	Tampa Radio Advertising (one or more SEU stations) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	0
20	Tampa Radio Websites (one or more SEU stations) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	0
21	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
22	www.MyDamnChannel.com/RAMP 25379 Wayne Mills Place #382 Valencia, California 91355 Phone : 661-294-9408 Kevin Carter Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

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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	9/9/2020	Provision of training to management	On September 09, 2020 SEU Managers took the Value 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	Office manager