

**WFLA-FM, WGMY, WTLY, WTNT-FM, WXSJ**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSJ")**

<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>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	9/8/2020	Provision of training to management	In September, 2020, one of our SEUs 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	finance manager
2	9/15/2020	Establishment of a mentoring program	On April 1, 2019 and counting until March 31st, 2021 Panama City/Tallahassee SCPS Darrell Johnson is mentoring newly promoted Local Sales Manager Michael Solomon. Michael is LSM over WPAP-FM, WFSY-FM, WEBZ-FM, WFLF-FM and WPAP HD-2 in Panama City. Michaels mentorship includes, but is not limited to management techniques, strategic account planning, revenue projection, sales force reporting, meeting prep, AE coaching techniques, etc. The mentorship includes daily correspondence via email and telephone, weekly one on one meetings via MS Teams, and in person meetings at least quarterly. This mentorship will lead to Michaels preparation for elevation to GSM, and eventually SVPS later in his career.	2	SVPS Local Sales Manager