

**WFXJ, WJBT, WKSL, WQIK-FM, WSOL-FM, WWJK**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

**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 Sales Executive	1-2, 4, 6-8, 10, 13-16, 18-22	14
Sales Account Executive-Bilingual (Spanish)	1-4, 6-11, 13-22	21
Outside Sales Executive	1-2, 4-8, 13-16, 18-22	5
DJ Announcer For 97-9 KISS FM WKSL	1-2, 4, 6-8, 12-13, 15-16, 18-22	21

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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	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida Phone : 386-481-2143 Email : bonnerd@cookman.edu Davita Bonner	N	0
3	CareerBuilder.com 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	0
4	Edward Waters College 16508 Kings Road Jacksonville, Florida 32209 Phone : 904-470-8007 Email : v.zayas@ewc.edu Fax : 1-904-470-8039 Antonio Starke	N	0
5	Employee Referral	N	1
6	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : 904-829-6481 Email : careerservices@flagler.edu Career Services	N	0
7	Florida A&M 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Email : delores.dean@famu.edu Delores Dean	N	0

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8	Florida State College of Jacksonville 101 State Street Building B-100 Jacksonville, Florida 32202 Phone : 904-633-8492 Email : kameyer@fscj.edu Career Services	N	0
9	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
10	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	1
11	Indeed - not directly contacted by SEU Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> OpenHire Source Manual Posting	N	0
12	Internal Posting	N	1
13	Jacksonville University 2800 N. University Blvd. Jacksonville, Florida 32211 Phone : 904-256-7054 Email : careers@ju.edu Barbara Vick	N	0
14	LinkedIn - Not Directly Contacted by SEU	N	3
15	N.A.A.C.P. 1725 Oakhurst Ave. Jacksonville, Florida 32208 Phone : 904-764-7578 Email : jaxnaacp@comcast.net Isaiah Rumlin	N	0

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16	The Arc Jacksonville 1 UNF Drive Jacksonville, Florida 32224 Phone : 904.355.0155 x 420 Url : <a href="http://www.arcjacksonville.org/">http://www.arcjacksonville.org/</a> Email : <a href="mailto:shamilton@arcjacksonville.org">shamilton@arcjacksonville.org</a> Susan Hamilton	N	0
17	The Ladders 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	0
18	University of Central Florida 1200 W. International Speedway Daytona Beach, Florida Phone : 407-823-5959 Email : <a href="mailto:sharisse.kenney@ucf.edu">sharisse.kenney@ucf.edu</a> Sharisse Kenney	N	0
19	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 : <a href="mailto:kgraham@jou.ufl.edu">kgraham@jou.ufl.edu</a> Fax : 1-352-846-2484 Katrice Graham	N	0
20	University of North Florida 4567 St. Johns Bluff Road Jacksonville, Florida 32216 Phone : 904-620-2955 Email : <a href="mailto:careerservices@unf.edu">careerservices@unf.edu</a> Rick Roberts	N	0
21	Unknown (source not adequately identified upon inquiry by SEU)	N	8
22	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	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>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>14</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	3/3/2021	Participation in events or programs sponsored by educational institutions	On March 3, 2021, our on-air personality spoke to a broadcasting class at Jacksonville University during which he discussed the craft of being personable and universal at the same time and other skills of the trade. Our on-air personality also discussed different positions in the industry and how to advance careers paths in broadcasting. The presentation was followed by a Q&A.	1	On-Air Talent
2	3/6/2021	Participation in events sponsored by organizations representing the community	Our SEU participated in a "Women in Radio" virtual panel event. Our Market President discussed how she found success in radio and how women interested in careers in broadcasting can advance their careers and improve leadership skills.	1	Market President
3	5/22/2021	Participation in Job Fairs	Our SEU participated in the Florida Black Expo Empowerment Summit at the Prime Osborne Center in Jacksonville. During the Expo, station participants discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	2	SVPS Promotions Director
4	6/26/2021	Participation in events sponsored by organizations representing the community	Our SEC participated in the Minds Matter LA Virtual event which is a college access program for high-achieving students from low income families. This is a career Incubator event for students and recent graduates. Our MP and SVPS were on the panel and were able to network with several students to educate them on positions in broadcasting.	2	Market President SVPS
5	8/13/2021	Provision of training to management	In August 2021, our VP of Programming took the 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	VP of Programming