

WBGG-FM, WHYI-FM, WINZ, WIOD, WZTU, WMIA-FM, WMIB, WXBN
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
Account Executive	1-30	29
Sales Assistant	1-7, 9-10, 13, 17-18, 20-22, 24-30	29

This report was revised in June 2022 to address reporting issues.

IHM Licenses, LLC acquired WXBN on December 31, 2020. See BAL-20200930ABQ

Some interviewees included herein belong to a pool producing multiple hires overlapping the 9/30/21 reporting deadline.

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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	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
3	Broward Workforce One 7550 Davie Road Extension Hollywood, Florida 33024 Phone : (954)967-1010x138 Url : www.wf1broward.com/ Email : jobs@careersourcebroward.com Prong 2 end date: December 2020	N	0
4	City College 2000 W Commercial Blvd Suite 200 Ft Lauderdale, Florida 33309 Phone : 954-492-5353x2209 Email : gortiz-velazquez@citycollege.edu Manoucheka Belfond	Y	0
5	Connecticut School of Broadcasting 3450 northlake Boulevard Palm Beach Gdns, Florida 33403 Phone : (561)847-4126 Url : www.gocsb.com Email : info@gocsb.com Fax : 1-561-847-4130 Stacey Skinner	Y	0
6	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	Employee Referral	N	2
9	Florida Atlantic University 777 Glades Road Room 222 Boca Raton, Florida 33431 Phone : (561)297-3533 Url : www.fau.edu Email : jberma16@fau.edu Fax : 1-561-297-2740 Jennifer Berman	Y	0
10	Florida State University Career Center University Center 4th level Tallahassee, Florida 32306 Phone : (850) 644-6431 Url : http://www.fsu.edu Email : reception@admin.fsu.edu Michele Burney	Y	0
11	Glassdoor - Not directly contacted by SEU	N	1
12	Google Jobs - Not directly contacted by SEU	N	1
13	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : (757)727-5331 Email : careercenter@hamptonu.edu Bessie Willis	Y	0
14	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0

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15	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	3
16	Internal Posting	N	0
17	Johnson & Wales University 1701 NE 127 Street North Miami, Florida 33181 Phone : (305) 892-7030 Url : www.jwu.edu Email : craig.skilling@jwu.edu Fax : 1-305-892-7030 Career Services	Y	0
18	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
19	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, , California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	6
20	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

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21	Miami Media School 901 Souoth Miami Avenue Suite 303 Miami, Florida 33130 Phone : 305-728-1120 X 8105 Email : aserrate@beonair.com Ashley Serrate	N	0
22	New Birth Baptist Enterprize 13242 N.W. 7th Avenue Miami, Florida 33168 Phone : (305)769-1100 Ext 232 Email : mfreeman@nbbcmiami.org Marietta Freeman	Y	0
23	Non-Employee Referral	N	1
24	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
25	SAE Institute of Technology-Miami 16051 West Dixie Highway Suite 200 North Miami Beach, Florida 33160 Phone : 305-944-7494 Email : f.socorro@sae.edu Frank Socorro	Y	0
26	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
27	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : http://www.jou.ufl.edu/ Email : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0

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28	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
29	Unknown (source not adequately identified upon inquiry by SEU)	N	3
30	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/9/2021	Participation in events sponsored by organizations representing the community	On January 9, 2021, our on-air personality participated in a “Youth Virtual Open Mic” event sponsored by the Broward Human Trafficking Coalition and the Children’s Services Council. Middle and high school students were invited to create and submit an original 2-minute poem, spoken word, or rap piece and participate in an open mic event in which they would perform their piece in a radio studio setting. The event exposed the students to some of the skills necessary to succeed in the broadcast industry. Our on-air personality also spoke about the power of radio to address community needs.	1	On air talent
2	2/22/2021	Sponsorship of events in the community designed to increase public awareness	On February 22, 2021, ten community members met via Zoom with one of our on-air hosts to learn about his career and the secrets to making it in the broadcast industry. Participants also had the opportunity to ask questions about careers in broadcasting. The community members were selected via a contest sponsored by one of our SEU stations and the Miami Media School.	1	On air talent
3	3/23/2021	Participation in events sponsored by organizations representing the community	On March 23, 2021, our Market President participated in a panel discussion via Zoom focused on powerful women in radio. Our Market President discussed her career and how she made it to the top. The panel was sponsored by Girls Make Beats.	1	Market president
4	4/27/2021	Sponsorship of events in the community designed to increase public awareness	On April 27, 2021, twelve community members met via Zoom with one of our on-air hosts to learn about his career and the secrets to making it in the broadcast industry. Participants also had the opportunity to ask questions about careers in broadcasting. The community members were selected via a contest sponsored by one of our SEU stations and the Miami Media School.	1	On air talent

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	8/10/2021	Sponsorship of events in the community designed to increase public awareness	On August 10, 2021, ten community members met via Zoom with one of our on-air hosts to learn about his career and the secrets to making it in the broadcast industry. Participants also had the opportunity to ask questions about careers in broadcasting. The community members were selected via a contest sponsored by one of our SEU stations and the Miami Media School.	1	On-Air Talent
6	8/18/2021	Provision of training to management	In August 2021, our Sales Support Manager took the Valuing 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	Sales support manager
7	9/17/2021	Sponsorship of events in the community designed to increase public awareness	Our on-air personality met with students from Monarch High School to get them excited about working in radio! Our on-air personality discussed the secrets to making it in the broadcast industry and students had the opportunity to ask questions about careers in broadcasting.	1	On air talent