

**WBGG-FM, WHYI-FM, WINZ, WIOD, WMGE, WMIA-FM, WMIB**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 3-8, 12-14, 16-22, 25-31, 33-36, 38, 40-43	22
Account Executive	1, 3-8, 12-14, 16-22, 25-31, 33-36, 38, 40-43	43
Account Executive	1, 3-8, 12-14, 16-22, 25-31, 33-36, 38, 40-43	26
Account Executive	1, 3-8, 12-14, 16-22, 25-31, 33-36, 38, 40-43	34
Account Executive	1, 3-8, 12-14, 16-22, 25-31, 33-36, 38, 40-43	29
On-Air Talent for The Enrique Santos Show (WZTU)	11, 15	11
On-Air Talent for The Enrique Santos Show (WZTU)	11, 15	11
On-Air Talent for The Enrique Santos Show (WZTU)	11, 15	15
On-Air Talen for the Enrique Santos Show	11, 15	11
On-Air Talen for the Enrique Santos Show	11, 15	11
On-Air Talen for the Enrique Santos Show	11, 15	15
Midday On-Air Talent WZTU	15	15
TU 94.9 - Program Director (Miami)	1, 3-8, 13, 16-21, 25, 27-28, 30-31, 33, 35-38, 40-42	25
English to Spanish Copy Translator	1, 3-8, 13-14, 16-21, 25, 27-28, 30-31, 33, 35-38, 40-42	14
Spanish Evening Host for Miami's Tu 94.9	1, 3-8, 12-14, 16-21, 25, 27-28, 30-31, 33, 35-36, 38, 40-42	14
Producer	1, 3-8, 13-14, 16-21, 25, 27-28, 30-31, 33, 35-38, 40-42	14
Account Executive	1, 3-8, 13-14, 16-22, 25, 27-28, 30-33, 35-38, 40-42	22
Account Executive	1, 3-8, 13-14, 16-22, 25, 27-28, 30-33, 35-38, 40-42	32
Account Executive	1, 3-8, 13-14, 16-22, 25, 27-28, 30-33, 35-38, 40-42	14
Account Executive - LGBT	1, 3-8, 13-14, 16-21, 25, 27-28, 30-31, 33, 35-38, 40-42	14
On-Air Talent	1, 3-8, 13-14, 16-21, 25, 27-28, 30-31, 33, 35-38, 40-42	14
Producer/On Air Talent	15	15
Board-op	1, 3-9, 13, 16-21, 25, 27-28, 30-31, 33, 35-38, 40-42	9
Regional Automotive Manager	14, 19-21, 25, 37	14

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Sales Assitant	1-8, 10, 13, 16-21, 24-25, 27-28, 30-31, 33, 35-38, 40-42	24
National Creative Image & Production Designer	15	15
Audio Producer/Voice Talent	1, 3-8, 13, 16-23, 25, 27-31, 33, 35-38, 40-42	29
Engineer	1, 3-8, 13, 16-21, 25, 27-28, 30-31, 33- 42	19
Account Executive	1, 3-8, 13-14, 16-22, 25, 27-28, 30-33, 35-42	14
Account Executive	1, 3-8, 13-14, 16-22, 25, 27-28, 30-33, 35-42	14
Account Executive	1, 3-8, 13-14, 16-22, 25, 27-28, 30-33, 35-42	22
V.P. of Engineering South Florida Region	1, 3-8, 13, 16-21, 25, 27-28, 30-33, 36- 42	20
News Anchor-Reporter WIOD	1, 4-8, 12-13, 16-21, 25, 27-28, 31-33, 36-42	20
Producer	1, 4-8, 12-13, 16-21, 25, 27-28, 31-33, 36-42	20

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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>
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	Application already on file	N	1
3	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
4	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
5	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
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	Current Employee	N	1
10	Current Employee - Transfer/Promotion	N	1
11	Did not indicate (Source Unknown)	N	4
12	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
13	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
14	Employee Referral	N	14
15	Exigent Circumstances	N	5
16	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
17	Florida State University Career Center University Center 4th level Tallahassee, Florida 32306 Phone : (850) 644-6431 Url : <a href="http://www.fsu.edu">http://www.fsu.edu</a> Email : reception@admin.fsu.edu Michele Burney	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>
18	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : (757)727-5331 Email : careercenter@hamptonu.edu Bessie Willis	Y	0
19	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	6
20	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	14
21	Indeed 7501 Capital of Texas Hwy Austin, Texas Phone : 800-462-5842 Online Source Manual Posting	N	0
22	Indeed.com - Not Directly Contacted by SEU	N	6
23	Internal Candidate	N	5
24	Internal Hire	N	1
25	Internal Posting Florida Career Services Manual Posting	N	5
26	Internet Ad-not directly contacted by SEU	N	1

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27	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
28	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
29	LinkedIn - Not Directly Contacted by SEU	N	4
30	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
31	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
32	Miami Radio Spots one or more SEU stations Florida Career Services Manual Posting	N	1
33	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
34	Non-Employee Referral	N	2

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35	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
36	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
37	Radio Station Websites (one or more SEU stations) Florida Career Services Manual Posting	N	0
38	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
39	Society of Broadcast Engineers 7601 Riviera Blvd Miramar, Florida 33023 Phone : 954-862-2000 Wendy Harmon Manual Posting	N	0
40	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

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41	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:charris@jou.ufl.edu">charris@jou.ufl.edu</a> Fax : 1-352-846-2484 Charles Harris	N	0
42	University of Miami P.O. Box 249127 Miami, Florida 33124 Phone : (305)284-2474 Email : <a href="mailto:lherrera@miami.edu">lherrera@miami.edu</a> Fax : 1-305-284-8186 Luis Herrera	Y	0
43	Word of Mouth Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>72</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	10/6/2016	Participation in other activities designed by the station employment unit	Every Thursday night, our SEU hosts students from different local high schools for W-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. <a href="http://y100.iheart.com/contests/enter-online/yhigh-20788/">http://y100.iheart.com/contests/enter-online/yhigh-20788/</a>	10	
2	3/9/2017	Participation in other activities designed by the station employment unit	The non-profit organization, Motivational Edge will be visiting iHeartMedia this Thursday March 9th from 4-6pm. The group will consist of 10-15 high school age students. They'll be taking a tour of the facility and meeting with representatives of our sales, promotions and programming departments for quick Q&A.  The Motivational Edge is a non-profit youth development agency that uses cultural relevant arts as a motivational platform to inspire youth toward academic achievement, increased self-confidence and the building of essential life skills. Motivational Edge impels students who are underachieving toward desperately needed academic instruction. The youth currently served by Motivational Edge are walking testaments that the arts are an extremely powerful learning and healing tool.  <a href="http://www.themotivationaledge.org/">http://www.themotivationaledge.org/</a>	10	

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	<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>
3	8/11/2017	Participation in other activities designed by the station employment unit	<p>Friday 8/11/17 from 11am 9pm. We have a charity event with Girl Make Beats hosted by Stichiz.</p> <p>It's a two part event with a panel discussion with students in the afternoon and a talent showcase from 6pm-9pm with the 50+ people attending (students and parents).</p> <p>About Girls Make Beats</p> <ul style="list-style-type: none"> <li>Girls Make Beats (GMB) Incorporated is a 501(c)(3) nonprofit organization that empowers girls by expanding the female presence of DJs, Music Producers, and Audio Engineers. GMB works with girls ages 8 and up and hosts educational seminars, summer camps, and networking events.</li> <li>Although based in South Florida, GMB provides job creation opportunities worldwide through our online booking services and live events. GMB helps girls further their careers as music producers, DJs, and audio engineers by offering internships at recording studios as well as Pro Tools certifications. GMB also serves as an outlet for girls to unite and collaborate within the music industry.</li> </ul>	15	