

WBTP, WDAE, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WXTB

EEO PUBLIC FILE REPORT

October 1, 2016 - September 30, 2017

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	2, 5-7, 9-12, 14-18	12
Assistant Program Director/ On-Air WFUS	1-2, 6-7, 9, 11, 13-15, 18	6
Sales Support	1-2, 5-7, 9, 14-15, 17	6
Account Executive	1-3, 5-7, 9, 13-15, 17	3
Account Executive	1-3, 5-7, 9, 13-15, 17	13
Account Executive	1-2, 5-7, 9, 12, 14-15, 17	12
Digital Sales Engineer	1-2, 4-9, 14-15, 17	8

"This report was modified in November 2017 to address reporting issues"

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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	Brewster Tech Center 2222 North Tampa St Tampa, Florida 33602 Email : john.holmes@sdhc.k12.fl.us John Holmes	N	0
3	Corporate Recruiter	N	1
4	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
5	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
6	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	2
7	Indeed 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	6
8	Internal Candidate	N	1

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9	Internal Posting 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Jen Lawson Manual Posting	N	1
10	Jobing.com 5301 W. Cypress Street - Tampa, Florida 33607 Phone : 813-649-8411 Email : Mary.Semanek@recruiting.com Mary Semanek	N	0
11	Keiser University 5225 Memorial Hwy Tampa, Florida 33634 Phone : None Ms. E. Tamayo Manual Posting	N	0
12	Linked In	N	2
13	Non-Employee Referral	N	2
14	Pinellas County Urban League 333 31st St North St Petersburg, Florida 33713 Phone : 727-327-2081x112 Email : mscott@pcul.org Marshae Scott	N	0
15	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0
16	University of South Florida 4202 E. Fowler Avenue SVC 2088 Tampa, Florida 33620 Phone : 813-974-3202 Kathi Roche Manual Posting	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
17	University of Tampa 401 West Kennedy Blvd. Box K Tampa, Florida 33606 Phone : 813-253-6236 Email : hireut@ut.edu Fax : 1-813-258-7271 Sheila Hood	Y	0
18	Workforce/Employ Florida.com 9215 N Florida Avenue Suite 101 Tampa, Florida 33612 Phone : 813-830-7508 Url : EmpoyFlorida.com Odie Clark Manual Posting	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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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	10/14/2015	Participation in other activities designed by the station employment unit	University of Tampa The WFLA Assistant Program Director gave a tour of the facilities to the radio class from the University of Tampa, showing the students the studios, production rooms, and observing live On Air shows.	1	See description
2	9/28/2016	Participation in other activities designed by the station employment unit	The Juice High School Tour A mobile event that promotes academics, education, social responsibility, and community for high school students The 90-minute event traveled to Thomas Jefferson High School on 3-7-16, Middleton High School on 3-8-16, and Blake High School on 3-10-16. The 90-minute event consisted of four segments: The Student Fair 60-minutes, Scholarship giveaway 10-minutes, Juice Performance 20-minutes and four (4) live product giveaways throughout the course of the event. •Student Fair: music, vendor booths and vendor interaction, giveaways and more! •Scholarship Giveaway: One graduating senior from each high school will be awarded a \$1,000 scholarship. Scholarship requirements are determined by a community event or fundraiser the student creates & executes. •Juice Performance: A live musical performance by national & indie recording artists. IHeart Radio staff participating included the Partnership Manager, the Mix DJ, and promotion assistant, each of who addressed students about career opportunities in radio, the various jobs in the business, the education and skills required for each job, and their own experiences in the business.	3	see description

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	11/3/2016	Participation in other activities designed by the station employment unit	The WFLA Asst PD conducted a tour of the programming facilities for the University of Tampa Radio class. The students went studio to studio, our Asst PD explaining what goes on in each room, station, etc. explaining the format, how Nexgen works for automation, satellite fed shows, voice-tracking and live assist... as well as what our news people do in the newsroom, coordinating with board ops, etc...They visit the FM studios while an On Air Talent was still voice-tracking. He conducted his own personal Q&A...The tour ended in the Gold and Diamond Source Theater and opened up to answering any final questions from the group.	4	see description
4	11/12/2016	Participation in events or programs sponsored by educational institutions	The WFLA Assistant Program Director gave a presentation about careers in radio and his job in particular to the students at Tampa University	1	See description
5	11/16/2016	Participation in events or programs sponsored by educational institutions	Guest speaker at Great American Teach-in at Ridgecrest Elementary	1	Production Director
6	2/2/2017	Participation in events or programs sponsored by educational institutions	Guest Speaker at Career Day at St. Peter Claver Catholic School	1	Production Director