

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 2018

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	1-2, 4-8, 10-21, 24, 29, 31-33, 35-36, 39	8
Account Executive	1-2, 4-8, 10-21, 24, 29, 31-33, 35-36, 39	15
Account Executive	1-2, 4-8, 10-21, 24, 29, 31-33, 35-36, 39	11
Morning Show Co-Host	1-7, 10, 13-14, 16-20, 29, 31-36, 39-40	34
Continuity Manager	1-7, 10, 13-14, 16-20, 23, 29, 31-33, 35- 36, 39-40	23
VP Digital Sales	1-7, 10-11, 13-14, 16-21, 24, 23, 25, 29, 31-33, 35-36, 39-40	11
Outside Account Executive	1-7, 10-11, 13-14, 16-20, 24, 29, 31-33, 35-36, 39-40	11
Digital Campaign Specialist	1-7, 9-10, 13-14, 16-21, 24, 26, 29-33, 35-36, 39-40	26
Vice President of Sales	1-7, 10-11, 13-14, 16-22, 24-25, 29, 31- 33, 35-40	11
Continuity Manager	1-7, 10-11, 13-14, 16-21, 29, 31-33, 35- 36, 39-40	11
News Director	1-8, 10, 13-14, 16-20, 29, 31-33, 35-36, 39-40	8
Outside Account Executive	11, 19-21, 27-29	11

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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	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	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
3	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo	Y	0
4	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x108 Email : YGonzalez@cful.org Yelitza Gonzalez	N	0
7	Connecticut School of Broadcstng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	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
8	Consultant Referral	N	2
9	Current Employee	N	1
10	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : deangelisl@easternflorida.edu Linda DeAngelis	Y	0
11	Employee Referral	N	11
12	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	Y	0
13	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
14	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famu.edu Melony Washington	N	0
15	Former Employee	N	1
16	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
17	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstephens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens	Y	0

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18	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
19	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	7
20	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
21	Indeed.com	N	22
22	Internal Candidate	N	1
23	Internal Posting	N	2
24	Internal Posting 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Schanae Wright Manual Posting	N	0
25	Linked In	N	8
26	LinkedIn / Word of Mouth	N	1
27	Local Newspaper	N	1
28	Non-Employee Referral	N	1
29	Orlando Radio Websites (One or more SEU stations) 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Schanae Wright Manual Posting	N	0
30	Other Source	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Rollins College Crummer Graduate School of Business 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407.646.2335 Email : ruschold@rollins.edu Renee Uschold	N	0
32	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	Y	0
33	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southern.tech.edu Stacy Peek	Y	0
34	Station Website	N	1
35	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
36	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Email : careerdevelopment@first.edu Kim Coley	Y	0
37	Unknown Referral Source	N	3
38	Unsolicited	N	3
39	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : cdiaz@valenciacollege.edu Carmen Diaz	N	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
40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			68

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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	1/31/2018	Co Sponsoring Job Fair	Orlando Mayor's Job Fair. iHeart Media Orlando was a sponsor and participant of this event. There were 3,261 job seekers and 108 companies in attendance. The job fair was posted on all station websites. Handouts were provided which listed jobs and descriptions of employment opportunities available within the company.	2	Senior Promotions Manager Senior Events Manager
2	2/28/2018	Co Sponsoring Job Fair	Central Florida Employment Council Job Fair. iHeart Media was a sponsor and participant of this event. There were over 1,000 job seekers present. The event was hosted by the iHeart Media Programming department and Jeff Ilgenfritz represented the company. Handouts were provided with jobs and descriptions. The job fair was posted on all station websites.	1	Programming Production Support

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	3/26/2018	Participation in other activities designed by the station employment unit	<p>The Juice High School Tour is a mobile event that promotes social responsibility and community for high school students. Being conscious, acting with integrity, and possessing the desire to do better is what The Juice High School Tour hopes to embed in our youth. Taking a proactive approach to your own environment is the first step. Through initiatives like community service, volunteering and the like, Social Responsibility teaches an individual that positive contributions within your own backyard guarantee success wherever you go.</p> <p>The 90-minute event planned to tour 12 high schools throughout the states of FL, GA, AL and NC during March and April 2018. It is expected that the tour will reach over 20,000 students. The Juice Tour Schedule included the cities of Atlanta, GA; Panama City, FL; Tallahassee, FL; Miami, FL; St. Petersburg, FL; Jacksonville, FL; and Orlando, FL. The cities of Fayetteville, NC; Montgomery, AL and Brunswick, GA were on the schedule but those locations were cancelled due to unforeseen circumstances.</p> <p>The 90-minute event consisted of four segments: The Student Fair 60-minutes, Scholarship giveaways 10-minutes, Juice Performance 20-minutes and four (4) live product giveaways throughout the course of the event.</p> <p>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.</p>	3	Marketing & Events Programming Production Support Promotions Event Support

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			<p>Juice Performance: A live musical performance by national & indie recording artists.</p> <p>iHeart Media staff participating included the Marketing and Events Coordinator, Programming Production Support and Promotions Event Support each of whom 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.</p>		
4	5/3/2018	Hosting of Job Fair	iHeart Media Orlando Promotions department hosted a job fair. It was represented by all station Promotion Managers and over 70 applicants were interviewed. The job fair was posted on all station Facebook pages.	4	Senior Promotions Manager Senior Events Manager Promotions Director II Promotion Director
5	5/16/2018	Co Sponsoring Job Fair	Orlando Mayor's Job Fair. iHeart Media Orlando was a sponsor and participant of this event. There were 2,942 job seekers and 123 companies in attendance. The job fair was posted on all station websites. Handouts were provided which listed jobs and descriptions of employment opportunities available within the company.	4	Senior Vice President, Sales VP/GM, Hispanic Media-North FL Vice President Sales Sales Manager
6	7/11/2018	Co Sponsoring Job Fair	Central Florida Employment Council Job Fair. iHeart Media was a sponsor and participant of this event. There were 2,942 job seekers and 100 companies present. The event was hosted by the iHeart Media Sales department. Handouts were provided with jobs and descriptions. The job fair was posted on all station websites.	2	Senior Vice President, Sales VP/GM, Hispanic Media-North FL
7	7/20/2018	Participation in other activities designed by the station employment unit	iHeart Media Orlando station tour to Happy Faces Prep School located in Apopka, FL. There were 45 students in attendance. Station talent showed them in the studio operations and spoke with them about the radio industry. Station personnel included Assistant Program Managers, On-Air Talent, Promotions Support and Executive Assistant.	7	Assistant Program Director On Air Talent Promotions Support Executive Assistant

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8	8/16/2018	Participation in other activities designed by the station employment unit	<p>The College Survival Tour: A mobile event that is catered toward incoming college students, highlighting the essential needs for surviving their college years. Services, products and/or information vital to their success on campus will be distributed during the tour to an estimated 15,000 students between the ages of 18-23. The two hour event was hosted at 7 Central Florida college campuses during Freshmen Welcome Week in August and/or September 2018. Participating colleges included: University of Central Florida (UCF), Orlando, FL; Bethune-Cookman University (BCU), Daytona Beach, FL; Edward Waters College, Jacksonville, FL; Daytona State College, Daytona Beach, FL; Seminole State College, Oviedo, FL; Valencia College, Orlando, FL; Florida A&M University (FAMU), Tallahassee, FL.</p> <p>Segments of the tour include: Sponsor Interaction, Radio Station Appearances and Promotion, Live Entertainment - provided by College Survival Tour DJ's, prizes and giveaways. There was a live musical performance.</p> <p>During each stop of the tour, 500 "survival" bags are given out to incoming college students. Survival bags consist of items that will potentially help each student make the transition from their previous homes to college/campus life. For example, coupons, BOGO offers and promotional items from local businesses will be the feature of each survival bag. For many students, this is the first time they'll be completely on their own, so providing a way for them to save money while earning their degree is the true purpose of each bag.</p> <p>iHeart Media staff participating included Marketing and Events, Programming</p>	7	Marketing and Events Programming Production Support Partnerships Manager Promotions Event Support

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			Production Support, Partnerships Manager and Promotions Event Support, each of whom 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.		
9	8/31/2018	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Laura Diaz coordinated with Pace School for Girls and raised \$2,000 for the students at PACE. She spoke to Pace School for Girls, visited the facility and did a video interview with the kids there. She also replayed on her podcast - Face of a Feminist. She spoke with and interviewed about 6-8 girls while she was there. Here is the interview link and screen shot: https://www.facebook.com/faceofafeminist/videos/vb.1185134891596684/696583170702906/?type=2&theater .	1	On-Air Talent
10	9/5/2018	Co Sponsoring Job Fair	Governor's Job Fair. iHeart Media Orlando was a sponsor and participant of this event. There were 3,116 job seekers and 99 companies in attendance. The job fair was posted on all station websites. Handouts were provided which listed jobs and descriptions of employment opportunities available within the company.	2	Sales Manager Vice President Sales