

WFKS, WLRQ-FM, WMMB, WMMV
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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 Account Executive	1-8, 10-18	14
Sales Administrative Support	1-4, 6-8, 10-11, 13-18	14
Outside Account Executive	1-4, 6-11, 13-18	14

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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	Bethune Cookman University Office Career Services 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida 32114 Phone : 386-481-2143 Email : bonnerd@cookman.edu Fax : 1-306-481-2139 Davita Bonner	N	0
2	Career Source Brevard 5275 Babcock Street NE Ste 8B Palm Bay, Florida 32905 Phone : 321-394-0689 Email : employersupport@careersourcebrevard.com Jennifer Lasser	N	0
3	Craigslist-Space Coast/Treasure Coast P.O. Box 225159 San Francisco, California 94122 Phone : 321-821-7100 Url : https://spacecoast.craigslist.org/ Laurie Reid Manual Posting	N	0
4	Eastern Florida State College Career Center 3865 N. Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : hudsonj@EasternFlorida.edu Jalanda Hudson	N	0
5	Employee Referral	N	1
6	Florida A & M University 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Phone : 850-599-3044 Email : careercenter@famu.edu Melony Washington	N	0
7	Florida Association of Broadcasters 201 South Monroe St. Ste: 201 Tallahassee, Florida 32301 Phone : 800-825-5322 Email : intern@fab.org Lindsay Varn	N	0

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8	Florida Institute of Technology Career Services 150 E. University Blvd Melbourne, Florida 32901 Phone : 321-674-8000 Email : dgaynor@fit.edu Dona Gaynor	N	0
9	Glass Door - Not Directly Contacted by SEU	N	2
10	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
11	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	1
12	Indeed.com - Not Directly Contacted by SEU	N	3
13	Internal Posting 1388 S. Babcock Street Melbourne, Florida 32901 Phone : 321-821-7100 Laurie Reid Manual Posting	N	0
14	LinkedIn - Not Directly Contacted by SEU	N	4
15	NAACP South Brevard 4622 Crew Circle Suite 6 Melbourne, Florida 32904 Phone : 321-749-4727 Email : sufferingbondservant@hotmail.com Robert Johnson	N	0
16	Radio-Online.com 1388 S Babcock Street Melbourne, Florida 32901 Phone : 321-821-7102 Laurie Reid Manual Posting	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
17	The University of Central Florida Administration Bldg. Room 124 Orlando, Florida 32816 Phone : 407-823-2361 Email : career@mail.UCF.edu Fax : 1-407-823-5909 Genesis Rawls	N	0
18	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:			11

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/7/2019	Establishment of training programs for station personnel	During January 2018-Current (September 2019), our SEU's Area President, worked with an Account Executive at the station(s) to mentor him in Sales team management and leadership in order to become a Sales Manager. The program included monthly 1 on 1's, spending approximately 20% of the meeting discussing management scenarios and going over training topics. When appropriate, the AE has been brought into management decision scenarios and discussions to listen and/or provide insight. The AE has been given the opportunity to show leadership by taking on short term management responsibilities. For instance, the AE has even led Workshops for other AE's like discussions in Automotive. Training was focused on maximizing the Account Executive's career development potential, and covered training topics include the following but not limited to: Recruiting/ hiring/ retaining AE's, inventory management, how to conduct effective 1-1's, how to conduct effective sales meetings, how to deal with under performing AE's, conflict resolution between staff and/or other departments, going out with other AE's on sales calls, building effective proposals and training AE's.	2	Account Executive Area President

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	6/3/2019	Establishment of a mentoring program	<p>During October 2018-Current (September 2019), our SEU's SVPP worked with an On-Air Talent at the station(s) to mentor him in becoming a Program Director. The program included a variety of mentoring /training skills including imaging/commercial production which allowed the On-Air Talent to become an Imaging Director in Melbourne & Tallahassee. The On-Air Talent also ran the Production Hub in Ft. Meyers for a period of time. When the On-Air Talent first started out on air, there were consistent air check sessions to develop his 'voice' and his understanding of how an on-air shift should be executed. Through those sessions, and through assisting him in networking, the On-Air Talent is now in a position to where voice-tracking shifts in multi-markets is a daily occurrence. The On-Air Talent is also increasing his knowledge in understanding GSelector, music research, and creating successful promotions.</p>	2	Assistant PD/ Night Host & Production Area Vice President of Programming

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3	6/22/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in a open house/job fair at Keiser University. The Area VP of Programming, Assistant PD, AE and Promotions Team spoke to perspective students, discussed internships and employment opportunities in broadcasting generally, handed out station information, etc.	4	Assistant PD/ Night Host & Production Area Vice President of Programming Account Executive Promotions
4	7/12/2019	Provision of training to management	Our SEU's Area President and Area VP of Programming took the Valuing Diversity Training provided by the 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.	2	Area President Area Vice President of Programming
5	7/29/2019	Participation in events sponsored by community groups	Our SEU hosted a community member for a station tour and industry overview. The member, who is interested in the media field, was able to tour our facilities and get a behind-the-scenes view of the stations. SEU participants were available to the student to answer questions.	2	Assistant PD/ Night Host & Production Area Vice President of Programming
6	8/21/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in a open house/job fair at Keiser University. The Area VP of Programming, Assistant PD, AE and Promotions Team spoke to perspective students about iHeartMedia Careers and discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	4	Assistant PD/Night Host & Production Director Area Vice President of Programming Account Executive Promotions
7	9/12/2019	Participation in events sponsored by community groups	Our SEU's Programming Director and Area VP of Programming talked with the introduction to communication class about the media industry, careers in broadcast media and more at the Florida Institute of Technology / School of Arts & Communication.	2	Programming Director Area Vice President of Programming