

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
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
Promotions Manager	1-9, 11-17, 19-20, 22, 24-30	20
Account Executive	1-5, 7-9, 11-17, 22-30	23
Outside Account Executive	1-5, 7-17, 22, 24-30	10
Morning Show Co-Host	1-17, 19, 22, 24-30	10
Promotions Manager	1-9, 11-17, 20, 22, 24-30	20
Outside Account Executive	1-9, 11-19, 22, 24-30	18
Outside Account Executive	1-9, 11-19, 22, 24-30	18
Account Executive	1-17, 22, 24-30	10
Account Executive	1-18, 22, 24-30	10
Morning show talent	1-9, 11-18, 22, 24-30	18
Account Executive	1-17, 21-22, 24-30	10
Outside Account Executive	1-9, 11-17, 21-22, 24-30	21

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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 Broadcastng 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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8	DirectEmployers Association, Inc. (<i>assn. distributing job</i> 9002 N. Purdue Road Suite 100 <i>postings to state job banks</i>) Indianapolis, Indiana 46268 Katherine Larrabee Manual Posting	N	0
9	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : deangelisl@easternflorida.edu Linda DeAngelis	Y	0
10	Employee Referral	N	8
11	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
12	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famu.edu Melony Washington	N	0
13	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
14	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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15	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
16	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	1
17	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
18	Indeed.com - Not Directly Contacted by SEU	N	5
19	Internal Posting	N	7
20	Internal Transfer/Promotion	N	2
21	LinkedIn - Not Directly Contacted by SEU	N	2
22	Orlando Radio Websites (<i>navigation link to corporate 2500 Maitland Center Parkway careers website</i>) Orlando, Florida 32751 Phone : 407-916-7800 Schanae Wright Manual Posting	N	0
23	Re-hire	N	1
24	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	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
26	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southernmtech.edu Stacy Peek	Y	0
27	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
28	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
29	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : cdiaz@valenciacollege.edu Carmen Diaz	N	0
30	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:			27

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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	11/7/2018	Participation in Job Fairs	Our SEU participated in the Central Florida Employment Council's Job Fair in Orlando, FL. Station participants included our Programming Production Team and Promotions Support Team Members. They discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	3	Programming Production Support Promotions Support Promotions Support
2	1/25/2019	Hosting of Job Fair	Our SEU hosted a job fair at our Station in Orlando, FL. The job fair event was promoted throughout all Orlando radio station Facebook pages for Part-time Promotional applicants. Job interviews were conducted on site; We had over 31 people interview for the positions. 5 hires were made as a result of the job fair.	5	Promotions Director II Promotion Events Planner Promotion Events Planner Assistant Program Director/Producer
3	1/30/2019	Participation in Job Fairs	Our SEU participated in the Central Florida Employment Council's Job Fair in Orlando, FL. Station participants included our Promotions Director, Promotions Operations Manager and Promotions Support Team. They discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	3	Promotions Support Promotions Operations Manager Promotions Director
4	3/11/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a mentoring session at station facilities with eight students from the Industry Immersion Program at the University of Alabama, all of whom are majoring in some form of communications or public relations. Our Division President, an alumna of the University, spoke on how to break into the media business, the types of job opportunities available, how to succeed, trials and tribulations, and what to expect in your first job. She also discussed opportunities within iHeartMedia.	1	Division President

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5	3/13/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted 75 University of Central Florida college students majoring in Communications and Sports Management majors for a station tour/presentation on careers in broadcasting/media. The Senior Vice President, Digital discussed the iHeartMedia business, focusing on digital, podcasts and events. There was a follow up Q & A around topics such as career advice, how to get into media, what an average day looks like as well as social media and smart speaker trends.	1	SVP, Digital
6	3/25/2019	Participation in events sponsored by community groups	Our SEU participated in the Juice High School Tour held at Engelwood High School, a 90-minute mobile event promoting social responsibility and community for high school students and awards one student a \$1,000 college scholarship. Our SEU promoted the event via on-air announcements, interacted with interested attendees regarding careers in broadcasting and helped emcee.	4	Promotions Director Promotion Events Support Promotion Events Support Programming Production Support
7	8/21/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the University of Central Florida's College Survival Tour in Orlando, FL. Our Promotions Director, Promotions Team and Programming Production Support discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	4	Promotion Director Programming Production Support Promotion Events Support Promotion Event Support