

**WBGG-FM, WHYI-FM, WINZ, WIOD, WZTU, WMIA-FM, WMIB**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-9, 11-12, 14-16, 19-35	22
Digital Program Director Miami/Fort Lauderdale	1-9, 11-12, 14-18, 20-28, 30-35	9
Exec. Producer Mornings - Big 105.9	1-9, 11-12, 14-16, 20-21, 23-28, 30-35	16
Spanish On-Air Talent for Miami's WZTU	1-9, 11-12, 14-16, 19-21, 23-28, 30-35	19
Digital Sales Engineer	1-8, 11-12, 14-16, 20-21, 23-28, 30-35	16
Y100 Technical Producer - On-Air Talent	1-9, 11-12, 14-16, 18-21, 23-28, 30, 32-35	19
Program Director	10	10
On-Air Talent - WMIA	1-9, 11-12, 14-16, 18-21, 23-28, 31-35	19
Program Director WHYI Miami	10	10
Account Executive - Miami	1-8, 11-12, 14-17, 20-28, 31-35	16
Account Executive - Miami	1-8, 11-12, 14-17, 20-28, 31-35	16
Account Executive - Miami	1-8, 11-12, 14-17, 20-28, 31-35	16
Account Executive - Miami	1-8, 11-12, 14-17, 20-28, 31-35	22
Account Executive - Miami	1-8, 11-12, 14-17, 20-28, 31-35	22
Account Executive - Miami	1-8, 11-12, 14-17, 20-28, 31-35	17
Sales Assistant	1-8, 11-18, 20-21, 23-28, 31-35	17
Interim Market Engineering Manager	1-9, 11-12, 14-16, 20-21, 23-28, 31-35	9

**WBGG-FM, WHYI-FM, WINZ, WIOD, WZTU, WMIA-FM, WMIB****EEO PUBLIC FILE REPORT****October 1, 2018 - September 30, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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	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
3	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
4	City College 2000 W Commercial Blvd Suite 200 Ft Lauderdale, Florida 33309 Phone : 954-492-5353x2209 Email : mbelfond@citycollege.edu Manoucheka Belfond	Y	0
5	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
6	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

\*RS #22, 26 were not notified of certain vacancies due to changed contact information and/or email/fax delivery failure.

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7	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
8	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-3486 Email : <a href="mailto:Sandra.Rice@nbcuni.com">Sandra.Rice@nbcuni.com</a> Sandra Rice	Y	0
9	Employee Referral	N	8
10	Exigent Circumstances	N	2
11	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 : <a href="mailto:jberma16@fau.edu">jberma16@fau.edu</a> Fax : 1-561-297-2740 Jennifer Berman	Y	0
12	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 : <a href="mailto:reception@admin.fsu.edu">reception@admin.fsu.edu</a> Michele Burney	Y	0
13	Glass Door - Not Directly Contacted by SEU	N	1
14	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : (757)727-5331 Email : <a href="mailto:careercenter@hamptonu.edu">careercenter@hamptonu.edu</a> Bessie Willis	Y	0

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15	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	2
16	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	7
17	Indeed.com - Not Directly Contacted by SEU	N	5
18	Internal Posting	N	7
19	Internal Transfer/Promotion	N	4
20	Johnson & Wales University 1701 NE 127 Street North Miami, Florida 33181 Phone : (305) 892-7030 Url : <a href="http://www.jwu.edu">www.jwu.edu</a> Email : <a href="mailto:craig.skilling@jwu.edu">craig.skilling@jwu.edu</a> Fax : 1-305-892-7030 Career Services	Y	0
21	Lindsey Hopkins Technical College 750 NW 20th Street A-120 Miami, Florida 33127 Phone : (305)324-6070 Ext 7044 Email : <a href="mailto:mdescartes@dadeschools.net">mdescartes@dadeschools.net</a> Maggie Descartes	N	0
22	LinkedIn - Not Directly Contacted by SEU	N	9
23	Miami Dade College 627 SW 27th Avenue Room 1112 Miami, Florida 33135 Phone : (305)237-6247 Url : <a href="http://www.mdc.edu">www.mdc.edu</a> Email : <a href="mailto:jorge.hernandez2@mdc.edu">jorge.hernandez2@mdc.edu</a> Jorge Hernandez	Y	0

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24	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
25	Miami Radio Spots one or more SEU stations Florida Career Services Manual Posting	N	0
26	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
27	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
28	Radio Station Websites (one or more SEU stations) (navigation link to corporate careers website) Career Services Manual Posting	N	0
29	Re-hire	N	1
30	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
31	Society of Broadcast Engineers 7601 Riviera Blvd Miramar, Florida 33023 Phone : 954-862-2000 Wendy Harmon Manual Posting	N	0

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32	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
33	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 : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0
34	Universty of Miami P.O. Box 249127 Miami, Florida 33124 Phone : (305)284-2474 Email : lherrera@miami.edu Fax : 1-305-284-8186 Luis Herrera	Y	0
35	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>46</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	10/4/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted Cooper City High School, International Studies Preparatory Academy and John A Ferguson Senior High School students to job shadow a Y100 Air Personality, to host the Y5 Countdown, play games, give away tickets, do shout outs on air, experiencing what it is like to be an On-Air Personality! at our station facilities for a "behind-the-scenes" look at broadcast operations, conducted a brief Q&A session regarding careers in broadcasting.	4	On-Air Personality On-Air Personality Promotions Coordinator Promotions Coordinator
2	11/8/2018	Participation in events or programs sponsored by educational institutions	Our hosted SEU Sheridan Tech, Coral Glades High School and Nova High School to job shadow a Y100 Air Personality, to host the Y5 Countdown, play games, give away tickets, do shout outs on air, experiencing what it is like to be an On-Air Personality! at our station facilities for a "behind-the-scenes" look at broadcast operations, conducted a brief Q&A session regarding careers in broadcasting.	4	On-Air Personality On-Air Personality Promotions Coordinator Promotions Coordinator
3	1/10/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted Sheridan Tech High School students to job shadow a Y100 Air Personality, to host the Y5 Countdown, play games, give away tickets, do shout outs on air, experiencing what it is like to be an On-Air Personality! at our station facilities for a "behind-the-scenes" look at broadcast operations, conducted a brief Q&A session regarding careers in broadcasting.	4	On-Air Personality On-Air Personality Promotions Coordinator Promotions Coordinator
4	2/21/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted Monarch High School, Miami Arts Studio, Cooper City High School and North Miami High School students to job shadow a Y100 Air Personality, to host the Y5 Countdown, play games, give away tickets, do shout outs on air, experiencing what it is like to be an On-Air Personality! at our station facilities for a "behind-the-scenes" look at broadcast operations, conducted a brief Q&A session regarding careers in broadcasting.	4	On-Air Personality On-Air Personality Promotions Coordinator Promotions Coordinator

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5	3/7/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted Boca High School and Pompano Beach High School students to job shadow a Y100 Air Personality, to host the Y5 Countdown, play games, give away tickets, do shout outs on air, experiencing what it is like to be an On-Air Personality! at our station facilities for a “behind-the-scenes” look at broadcast operations, conducted a brief Q&A session regarding careers in broadcasting.	4	On-Air Personality On-Air Personality Promotions Coordinator Promotions Coordinator
6	4/9/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted Pompano Beach High School, Monarch High School and Monsignor Edward Pace High School students to job shadow a Y100 Air Personality, to host the Y5 Countdown, play games, give away tickets, do shout outs on air, experiencing what it is like to be an On-Air Personality! at our station facilities for a “behind-the-scenes” look at broadcast operations, conducted a brief Q&A session regarding careers in broadcasting.	4	On-Air Personality On-Air Personality Promotions Coordinator Promotions Coordinator
7	5/9/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted North Miami Senior High School and J.P. Taravella High School students to job shadow a Y100 Air Personality, to host the Y5 Countdown, play games, give away tickets, do shout outs on air, experiencing what it is like to be an On-Air Personality! at our station facilities for a “behind-the-scenes” look at broadcast operations, conducted a brief Q&A session regarding careers in broadcasting.	4	On-Air Personality On-Air Personality Promotions Coordinator Promotions Coordinator



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8	7/18/2019	Participation in events sponsored by community groups	Our SEU participated in Camp S.L.A.M. (Summer Long Arts and Music) for at risk youth, from Miami Rescue Mission's Career Day in Miramar, FL. Station participants included promotions, sales and News, who discussed careers in radio with attendees, discussed employment opportunities, and handed out iHeartMedia information packets. Purpose was to give the children the opportunity to see what goes on in the radio industry, what it means to be a DJ, and possibly spark interest for them to get into radio in the future.	10	Promotions Director Assistant PD for WIOD AM Account Executive On-Air Personality