

WFXJ, WJBT, WKSL, WQIK-FM, WSOL-FM, WWJK
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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 Sales Executive	1-2, 4, 6-8, 10, 14-15, 17-18, 20-22, 24-25	15
Sales Account Executive-Bilingual (Spanish)	1-4, 6-11, 13-22, 24-25	24
Outside Sales Executive	1-2, 4-8, 14-15, 17-18, 20-23, 25	5
DJ Announcer For 97-9 KISS FM WKSL	1-2, 4, 6-8, 12, 14, 17-18, 20-23, 25	23

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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	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida Phone : 386-481-2143 Email : bonnerd@cookman.edu Davita Bonner	N	0
3	CareerBuilder.com 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	0
4	Edward Waters College 16508 Kings Road Jacksonville, Florida 32209 Phone : 904-470-8007 Email : v.zayas@ewc.edu Fax : 1-904-470-8039 Antonio Starke	N	0
5	Employee Referral	N	1
6	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : 904-829-6481 Email : careerservices@flagler.edu Career Services	N	0
7	Florida A&M 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Email : delores.dean@famu.edu Delores Dean	N	0

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8	Florida State College of Jacksonville 101 State Street Building B-100 Jacksonville, Florida 32202 Phone : 904-633-8492 Email : kameyer@fscj.edu Career Services	N	0
9	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
10	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
11	Indeed 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	0
12	Internal Candidate	N	1
13	Internal Posting 8000 Belfort Parkway Jacksonville, Florida 32256 Phone : 904-998-3054 Sherry Ellison Manual Posting	N	0
14	Jacksonville University 2800 N. University Blvd. Jacksonville, Florida 32211 Phone : 904-256-7054 Email : careers@ju.edu Barbara Vick	N	0
15	LinkedIn - Not Directly Contacted by SEU	N	3

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16	LinkedIn.com 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	0
17	N.A.A.C.P. 1725 Oakhurst Ave. Jacksonville, Florida 32208 Phone : 904-764-7578 Email : jaxnaacp@comcast.net Isaiah Rumlin	N	0
18	The Arc Jacksonville 1 UNF Drive Jacksonville, Florida 32224 Phone : 904.355.0155 x 420 Url : http://www.arcjacksonville.org/ Email : shamilton@arcjacksonville.org Susan Hamilton	N	0
19	The Ladders 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	0
20	University of Central Florida 1200 W. International Speedway Daytona Beach, Florida Phone : 407-823-5959 Email : sharisse.kenney@ucf.edu Sharisse Kenney	N	0
21	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : http://www.jou.ufl.edu/ Email : kgraham@jou.ufl.edu Fax : 1-352-846-2484 Katrice Graham	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	University of North Florida 4567 St. Johns Bluff Road Jacksonville, Florida 32216 Phone : 904-620-2955 Email : careerservices@unf.edu Rick Roberts	N	0
23	Unknown (source not adequately identified upon inquiry by SEU)	N	5
24	Unknown Referral Source	N	2
25	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			13

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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	3/6/2021	Participation in events sponsored by community groups	Our SEU participated in the Women in Radio virtual panel event. Our Market President discussed how she found success in radio with interested attendees, discussed internship and employment opportunities in broadcasting. and educated professionals on how to advance their careers in broadcasting and leadership skills.	1	Market President
2	5/22/2021	Participation in Job Fairs	Our SEU participated in the Florida Black Expo Empowerment Summit at the Prime Osborne Center n Jacksonville Florida. The station participants included our Urban Sales Manager and our Promotions Director. During the Expo, station participants discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	2	SVPS Promotions Director
3	6/26/2021	Participation in events sponsored by community groups	Our SEC participated in the Minds Matter LA Virtual event which is a college access program for high-achieving students from low income families. This is a career Incubator event for students and recent graduates. Our MP and SVPS were on the panel and were able to network with several students to educate them on positions in broadcasting.	2	Market President SVPS
4	8/13/2021	Provision of training to management	In 2021, one of our SEU managers took the Valuing Diversity training course provided by 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.	1	VP of programming