

WFKS, WLRQ-FM, WMMB, WMMV
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 Account Executive	1-14, 16-18, 20	18
Outside Account Executive	1-14, 16-18, 20	10
Outside Account Executive	1-2, 6-10, 15, 17, 19-20	19

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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	Current Employee	N	1
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@fam.u.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
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

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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	Indeed.com - Not Directly Contacted by SEU	N	1
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	3
15	NAACP South Brevard 4622 Crew Circle Suite 6 Melbourne, Florida 32904 Phone : 321-749-4727 Email : actso@naacpnet.org 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	Unknown (source not adequately identified upon inquiry by SEU)	N	1
19	Unknown Referral Source	N	1
20	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:			9

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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	6/23/2021	Establishment of a mentoring program	During January 2020-February 2021, our SEU's SVPP worked with an On-Air Talent at the station to mentor him in becoming a Program Director. The program included a variety of mentoring/trainings skills which include daily training on research, programming clocks, NexGen system, GSelector, Assigned management training. Quarterly training on Nielson Ratings. Working with them on what to look for and understand how to use PD advantage. Making sure they understood the importance of protecting the license of the radio stations. The training\mentoring consisted of all the duties required by our company to be qualified to be a PD.	2	SVPP On Air Talent
2	6/23/2021	Establishment of a mentoring program	During January 2020-February 2021, our SEU's SVPP worked with an On-Air Talent at the station to mentor her in becoming a Program Director. The program included a variety of mentoring/trainings skills which include daily training on research, programming clocks, NexGen system, GSelector, Assigned management training. Quarterly training on Nielson Ratings. Working with them on what to look for and understand how to use PD advantage. Making sure they understood the importance of protecting the license of the radio stations. The training\mentoring consisted of all the duties required by our company to be qualified to be a PD.	2	SVPP On Air Talent
3	6/26/2021	Participation in events sponsored by community groups	Our SEU participated in a community event at Keiser University. The Area VP of Programming and Assistant PD spoke to community members about iHeartMedia Careers and discussed and employment opportunities in broadcasting generally, handed out station information, etc.	2	Area VP of Programming Assitant PD

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	7/14/2021	Participation in Job Fairs	Our SEU participated in a community job fair at the Central Florida Fairgrounds. Our VP of Sales The Area on Central Florida spoke to community members about iHeartMedia Careers and discussed and employment opportunities in broadcasting generally, handed out station information, etc.	1	VP of Sales
5	8/11/2021	Participation in events sponsored by community groups	Our SEU participated in a community event at Keiser University. The Area VP of Programming and Assistant PD spoke to community members about iHeartMedia Careers and discussed and employment opportunities in broadcasting generally, handed out station information, etc.	2	Area VP of Programming Assistant PD
6	9/8/2021	Participation in Job Fairs	Our SEU participated in a community job fair at the Central Florida Fairgrounds. Our VP of Sales Central Florida Area spoke to community members about iHeartMedia Careers and discussed and employment opportunities in broadcasting generally, handed out station information, etc.	1	VP of Sales