

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM**  
**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
Commercial Content Manager	1-8, 10-18, 20, 24-29, 31	10
Outside Digital Account Executive	1-9, 11-18, 21, 23-31	23
Commercial Content Manager	1-18, 26-31	10
Digital Sales Engineer	1-18, 26-31	10
Commercial Content Manager	1-7, 9-19, 21, 26-31	10
Outside Digital Account Executive	1-7, 9, 11-18, 21-22, 26-31	21

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**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	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 x104 Email : DHoward@cful.org Delbert Howard	N	0
7	Connecticut School of Broadcstng 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. 9002 N. Purdue Road Suite 100 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 : schulerl@easternflorida.edu Linda DeAngelis	Y	0
10	Employee Referral	N	4
11	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	N	0
12	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
13	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famuedu Melony Washington	N	0
14	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
15	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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16	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
17	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
18	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	0
19	Indeed.com - Not Directly Contacted by SEU	N	1
20	Internal Candidate	N	1
21	LinkedIn - Not directly contacted by SEU	N	5
22	Monster - Not directly contacted by SEU	N	1
23	Non-Employee Referral	N	1
24	Orlando Radio Websites (One or more SEU stations) 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Schanae Wright Manual Posting	N	0
25	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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26	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
27	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southern.tech.edu Stacy Peek	Y	0
28	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
29	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerdevelopment@first.edu Career Services	Y	0
30	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	N	0
31	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>13</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	10/9/2020	Participation in other activities designed by the station employment unit	Radio Show Student Scholar Mentor Match-ups over three days with twelve sessions involving the Broadcast Education Association	11	President
2	7/14/2021	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
3	8/16/2021	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	Sales manager
4	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