

**WAVW, WBZT, WCZR, WJNO, WKGR, WLDI, WOLL, WQOL, WRLX, WZTA,
WZZR**

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
Account Executive	1-3, 5-8, 10-12, 16-17, 19-22, 24-25	20
On-Air Announcer for WZZR PMD	1-2, 4-8, 10-16, 21-25	4
Outside Digital Account Executive	1-2, 5-8, 10-12, 14-16, 18, 21-22, 24-25	15
Outside Digital Account Executive	1-2, 5-8, 10-12, 14-16, 18, 21-22, 24-25	18
Account Executive	1-2, 4-10, 14-16, 21-22, 24-25	4

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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 Joel Denver	N	0
2	Bethune Cookman College 640 Dr Mary McLeod Bethune Blvd Daytona Beach, Florida 32114 Phone : 386-481-2000 Email : bonnerd@cookman.edu Davita Bonner	N	0
3	DirectEmployers Association, Inc. 9002 N. Purdue Road, Suite 100 Indianapolis , Indiana Christy Merriman Manual Posting	N	0
4	Employee Referral	N	2
5	Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-3044 Email : joan.sweet@FAMU.edu Joan Sweet	N	0
6	Florida Association of Broadcasters 800 N. Calhoun St Tallahassee, Florida 32303 Phone : 850-681-6444 Email : lvarn@fab.org Lindsey Varn	N	0
7	Florida Atlantic University 777 Glades Rd Bldg SU Room 220 Boca Raton, Florida 33431 Phone : 561-297-3533 Email : Recruit@FAU.edu Traci Ackerman	N	0

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8	Florida State University A4100 University Center Tallahassee, Florida Phone : 850-644-6431 Email : reception@admin.fsu.edu Sean Collins	N	0
9	Glassdoor - Not directly contacted by SEU	N	1
10	Hispanic Human Resources Council 1427 S Congress Avenue West Palm Beach, Florida 33406 Phone : 561-641-7400 Fax : 1-561-641-3607 Judy Pierman	Y	0
11	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
12	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
13	Indeed.com - Not directly contacted by SEU	N	2
14	Indian River State College 3209 Virginia Avenue Ft Pierce, Florida 34951 Phone : 772-462-7467 Url : irsc.edu Email : sabaldo@irsc.edu Career Services	N	0
15	LinkedIn - Not directly contacted by SEU	N	4

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16	Lynn University 3601 North Military Trail Boca Raton, Florida 33431 Phone : 561-237-7000 Email : cgill@Lynn.edu Cameron Gill	Y	0
17	MyDamnChannel.com/RAMP 25379 Wayne Mills Place #382 Valencia, California 91355 Phone : 661-294-9408 Kevin Carter Manual Posting	N	0
18	Non-Employee Referral	N	1
19	On-Air Announcements (one or more SEU stations) 3071 Continental Drive West Palm Beach, Florida 33407 Phone : 561-616-6671 Lisa Latona Manual Posting	N	0
20	Other Source	N	1
21	The University of Central Florida PO Box 160165 Orlando, Florida 32816 Phone : 407-823-2361 Email : career@mail.ucf.edu Valdo Ramdial	N	0
22	The University of Florida PO Box 118400 Gainesville, Florida 32611 Phone : 352-392-0466 Email : KGraham@jou.ufl.edu Katrice Graham	N	0
23	Unknown (source not adequately identified upon inquiry by SEU)	N	1
24	Urban League of Palm Beach 1700 N Australian Avenue West Palm Beach, Florida Phone : 561-833-1461 Email : henfuse@aol.com Henry Fuse	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	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:			12

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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	8/18/2021	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	SVP of sales
2	8/24/2021	Participation in Job Fairs	Former Connecticut School of Broadcasting student and current iHeart on-air employee Carmine Gialenella hosted a virtual "career day" for CSB students, including a tour of the studios. Carmine discussed his career path since graduating from CSB and students participated in a Q&A with him as well.	2	Morning Drive On-air Host for WLDI-FM Sr. Account Executive Market President