

**WBTP, WCTQ, WDAE, WDDV, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX,  
WRUB, WSDV, WSRZ-FM, WTZB, WXTB**

**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1, 3-4, 7-15, 17-31	29
Outside Account Executive	1-4, 6-10, 12-14, 17-22, 24-28, 30-31	30
Outside Account Executive	1-4, 6-10, 12-14, 16-17, 19-22, 24-26, 28-29, 31	29
Outside Account Executive	1-5, 7-9, 12, 17, 19-20, 22, 24-27, 31	5
Outside Account Executive	1-4, 7-9, 12, 17, 19-20, 24-27, 29, 31	29
Morning Show Producer	1-5, 7-9, 12, 14, 17, 19-20, 22, 24-27, 31	14

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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	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	Barry University 11300 NE 2nd Avenue Maimi Shores, Florida 33161 Phone : 305-899-4010 Career Development Center Manual Posting	N	0
3	Connecticut School of Broadcasting 3901 Coconut Palm Drive, Ste. 105 Tampa, Florida 33619 Phone : 813-443-5037 Email : slance@gocsb.com Shayna Lance	Y	0
4	Connecticut School of Broadcasting 3901 Coconut Palm Drive Tampa, Florida 33619 Phone : 8602887591 Email : missy@gocsb.com Missy Robinson	Y	0
5	Employee Referral	N	2
6	Flagler College 74 King St. St. Augustine, Florida 32084 Phone : 904-819-6286 Url : www.flagler.edu/careerdevelopment Tara Stevenson Manual Posting	N	0
7	Florida A & M University Career Center 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@famuedu.edu Melony Washinton	Y	0

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8	Florida Agricultural and Mechanical University 1601 S Martin Luther King Jr Blvd, Tallahassee, Florida 32310 Phone : 850-599-3700 Shereada Harrell Manual Posting	N	0
9	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : info@fab.org Lindsay Varn	N	0
10	Florida International University 11200 SW 8th St Miami, Florida 33199 Phone : 305-348-2423 Url : www.career.fiu.edu Carmen Carter Manual Posting	N	0
11	Florida State University 100 South Woodward Avenue Tallahassee, Florida 32306 Phone : 850-644-9771 Url : http://www.career.fsu.edu/ Jeff Garis Manual Posting	N	0
12	Gulf Coast Latin Chamber of Commerce 9040 Town Center Parkway Lakewood Ranch, Florida 34202 Phone : 941-358-7065 Url : http://latinchamber.wildapricot.org/Jobs Email : Guillermpop@thelatinchamber.org LatiNews Editor LatiNews Editor	N	0
13	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

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
14	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	2
15	Keiser University 6151 Lake Osprey Drive Sarasota, Florida 34240 Phone : 941-907-3900 Unknown Unknown Manual Posting	N	0
16	LinkedIn - Not directly contacted by SEU	N	1
17	Ohio/Illinois Center for Broadcasting 9000 Sweet Valley Drive Cleveland, Ohio 44125 Phone : 216-447-9117 Url : <a href="http://www.funjobsonair.com">www.funjobsonair.com</a> Email : <a href="mailto:JHardy@beonair.com">JHardy@beonair.com</a> Janice Hannah-Hardy	Y	0
18	Rollins College 1000 Holt Ave Winter Park, Florida 32789 Phone : 407-646-2195 Url : <a href="http://rollins.edu">rollins.edu</a> Email : <a href="mailto:careercenter@rollins.edu">careercenter@rollins.edu</a> Lisa Gillean-Johnson	N	0
19	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : <a href="mailto:cher.street@servicesource.org">cher.street@servicesource.org</a> Cher Street	N	0
20	St. Thomas University 16401 NW 37th Ave Opa-locka, Florida 33054 Phone : 305-628-6577 Url : <a href="http://www.stu.edu">www.stu.edu</a> Email : <a href="mailto:karina@stu.edu">karina@stu.edu</a> Career Services	N	0

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21	State College of Florida 5840 25th Street West Bradenton, Florida 34207 Phone : 941-752-5325 Url : <a href="http://www.collegecentral.com/scf">http://www.collegecentral.com/scf</a> Delane Solana Manual Posting	N	0
22	University of Central Florida P.O. Box 160165 Orlando, Florida 32816-0165 Phone : (407) 823-2361 Url : <a href="http://career.sdes.ucf.edu/about%20career%20servic">http://career.sdes.ucf.edu/about%20career%20servic</a> Veena Garib Manual Posting	N	0
23	University of Florida P.O. Box 118507 Gainesville, Florida 32611 Phone : 941-552-4800 Url : <a href="http://www.crc.ufl.edu/">http://www.crc.ufl.edu/</a> Email : <a href="mailto:UFCareerCenter@ufsa.ufl.edu">UFCareerCenter@ufsa.ufl.edu</a> Wayne Wallace	N	0
24	University of Miami 5225 Ponce De Leon Blvd Coral Gables, Florida 33146 Phone : (305) 284-5451 Christian Garcia Manual Posting	N	0
25	University of South Florida 4202 E. Fowler Avenue Tampa, Florida 33620 Phone : 813-974-2171 Career Services Manual Posting	N	0
26	University of South Florida-Sarasota/Manatee 8350 N. Tamiami Trail SMC A107 Sarasota, Florida 34243 Phone : 941-359-4703 Url : <a href="http://www.sarasota.usf.edu/careercenter">www.sarasota.usf.edu/careercenter</a> Toni Ripo Manual Posting	N	0

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27	University of South Florida-St Petersburg 140 7th Avenue South St. Petersburg, Florida 33701 Phone : 727-873-4129 Lesha Shouse Manual Posting	N	0
28	University of Tampa 401 W. Kennedy Blvd Tampa, Florida 33606-1490 Phone : 813-258-7210 Mark Colvenbach Manual Posting	N	0
29	Unknown (source not adequately identified upon inquiry by SEU)	N	3
30	Unknown Referral Source	N	3
31	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>11</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	Ongoing Event	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Junior Achievement BizTown's career day event in Tampa, FL. Our SVPP, Area President and Office Manager discussed careers in radio with the students and employment opportunities in broadcasting generally.	3	Market President SVPP Office Manager
2	Ongoing Event	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Junior Achievement Finance Park's career day in Tampa, FL. Station participants included our Area President, SVP of Sales and Office Manager. Our station participants spoke to students and careers in radio and employment opportunities in broadcasting generally.	3	Area President SVPS Office Manager
3	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	VP of sales