

WFXJ, WJBT, WKSL, WQIK-FM, WSOL-FM, WWJK
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022

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
Vice President Of Sales	1-3, 5-10, 12, 14-19, 21	10
Digital Sales Strategist	1-7, 11-13, 15-21	20

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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
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	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
4	Employee Referral	N	1
5	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : 904-829-6481 Email : careerservices@flagler.edu Career Services	N	0
6	Florida A&M 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Email : delores.dean@famuedu Delores Dean	N	0
7	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	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
9	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
10	iHM Human Capital Acquisition	N	1
11	Indeed.com - Not directly contacted by SEU	N	1
12	Jacksonville University 2800 N. University Blvd. Jacksonville, Florida 32211 Phone : 904-256-7054 Email : careers@ju.edu Barbara Vick	N	0
13	LinkedIn - Not directly contacted by SEU	N	1
14	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	0
15	N.A.A.C.P. 1725 Oakhurst Ave. Jacksonville, Florida 32208 Phone : 904-764-7578 Email : jaxnaacp@comcast.net Isaiah Rumlin	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
16	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
17	University of Central Florida 1200 W. International Speedway Daytona Beach, Florida Phone : 407-823-5959 Email : sharisse.kenney@ucf.edu Sharisse Kenney	N	0
18	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
19	University of North Florida 4567 St. Johns Bluff Road Jacksonville, Florida 32216 Phone : 904-620-2955 Email : careerservices@unf.edu Rick Roberts	N	0
20	Unknown (source not adequately identified upon inquiry by SEU)	N	1
21	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:			5

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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	6/21/2022	Participation in events sponsored by organizations representing the community	Our SEU participated in the Hispanic Chamber of Commerce Hispanic Talent event in Jacksonville, FL. Our VPS discussed how he found success in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	1	VPS
2	7/20/2022	Participation in events sponsored by organizations representing the community	Our SEU participated in the Sister Cities International Conference event in Jacksonville, FL. Event was on 7/20/22 at 1pm at the Hyatt Hotel in Jacksonville. Our Marketing Consultant Carlos Pagan discussed how he found success in Media & Marketing with interested attendees, discussed employment opportunities in broadcasting generally. After the panel spoke there was a Q&A session where Carlos Pagan and Jorge Lopez were able to share more information on how to be successful in radio and selling and about the many positions that we have in the broadcast industry.	2	Marketing Consultant VPS
3	8/29/2022	Provision of training to management	In September 2022, our SEU's SVP of Sales 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
4	9/4/2022	Participation in events sponsored by organizations representing the community	Our SEU's Marketing Consultant Monique Blue was awarded the Boss Award that honors leaders in the African American community that provide guidance and teach leadership skills. Monique Blue discussed how she found success in radio and how people interested in careers in broadcasting can advance their careers and improve leadership skills.	2	Marketing Consultant VPS