

WBGG-FM, WHYI-FM, WINZ, WIOD, WMGE, WMIA-FM, WMIB
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
Account Execuitve	1-16, 19-27, 29-35	8
Account Execuitve	1-16, 19-27, 29-35	16
Account Execuitve	1-16, 19-27, 29-35	8
Promotions Director	1-6, 8-10, 13-15, 20-22, 24-35	34
National Sales Assistant	1-3, 5-6, 9-10, 13-15, 20-21, 23-26, 29-33, 35	23
Morning Show Co-host	1-3, 5-6, 8-10, 13-15, 17, 20-26, 29-35	8
Technical Producer - The DJ Laz Morning Show with Kimmy B	1-3, 5-6, 9-10, 13-15, 18, 20-21, 23-26, 29-33, 35	18
Midday News/Talk Producer	1-6, 8-10, 13-15, 17, 20-21, 23-26, 29-35	15

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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	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	Broward Community College 1000 Coconut Creek Blvd Bldg 46/ room 238 Coconut Creek, Florida 33066 Phone : (954)201-2282 Url : www.broward.edu Email : jobsearch@broward.edu Career Services	Y	0
3	Broward Workforce One 7550 Davie Road Extension Hollywood, Florida 33024 Phone : (954)967-1010x138 Url : www.wf1broward.com/ Email : jobs@careersourcebroward.com Jeff Epps	Y	0
4	City College 2000 W Commercial Blvd Suite 200 Ft Lauderdale, Florida 33309 Phone : 954-492-5353x2209 Email : gortiz-velazquez@citycollege.edu Manoucheka Belfond	Y	0
5	Connecticut School of Broadcasting 3450 northlake Boulevard Palm Beach Gdns, Florida 33403 Phone : (561)847-4126 Url : www.gocsb.com Email : info@gocsb.com Fax : 1-561-847-4130 Stacey Skinner	Y	0
6	Connecticut School of Broadcasting-Doral 8600 NW 36 Street, Suite 100, Miami, FL 33166 Miami, Florida 33166 Phone : 305-592-7133 Email : elynn@gocsb.com Erica Lynn	Y	0

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7	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-3486 Email : Sandra.Rice@nbcuni.com Sandra Rice	Y	0
8	Employee Referral	N	9
9	Florida Atlantic University 777 Glades Road Room 222 Boca Raton, Florida 33431 Phone : (561)297-3533 Url : www.fau.edu Email : jberma16@fau.edu Fax : 1-561-297-2740 Jennifer Berman	Y	0
10	Florida State University Career Center University Center 4th level Tallahassee, Florida 32306 Phone : (850) 644-6431 Url : http://www.fsu.edu Email : reception@admin.fsu.edu Michele Burney	Y	0
11	Glassdoor - Not directly contacted by SEU	N	1
12	Google Jobs - Not directly contacted by SEU	N	1
13	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : (757)727-5331 Email : careercenter@hamptonu.edu Bessie Willis	Y	0
14	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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15	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	8
16	iHM Human Capital Acquisition	N	1
17	Indeed.com - Not directly contacted by SEU	N	2
18	Internal Posting	N	1
19	Internal Posting , Florida Career Services Manual Posting	N	0
20	Johnson & Wales University 1701 NE 127 Street North Miami, Florida 33181 Phone : (305) 892-7030 Url : www.jwu.edu Email : craig.skilling@jwu.edu Fax : 1-305-892-7030 Career Services	Y	0
21	Lindsey Hopkins Technical College 750 NW 20th Street A-120 Miami, Florida 33127 Phone : (305)324-6070 Ext 7044 Email : mdescartes@dadeschools.net Maggie Descartes	N	0
22	LinkedIn - Not directly contacted by SEU	N	6
23	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	11

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24	Miami Dade College 627 SW 27th Avenue Room 1112 Miami, Florida 33135 Phone : (305)237-6247 Url : www.mdc.edu Email : jorge.hernandez2@mdc.edu Jorge Hernandez	Y	0
25	Miami Media School 901 Souoth Miami Avenue Suite 303 Miami, Florida 33130 Phone : 305-728-1120 X 8105 Email : aserrate@beonair.com Ashley Serrate	N	0
26	New Birth Baptist Enterprize 13242 N.W. 7th Avenue Miami, Florida 33168 Phone : (305)769-1100 Ext 232 Email : mfreeman@nbbcmiami.org Marietta Freeman	Y	0
27	Non-Employee Referral	N	2
28	On-Air Announcement (One or More SEU Stations)	N	1
29	Pennsylvania State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : (305)863-6081 Url : www.psu.edu Email : rpm163@psu.edu Bob Martin	Y	0
30	SAE Institute of Technology-Miami 16051 West Dixie Highway Suite 200 North Miami Beach, Florida 33160 Phone : 305-944-7494 Email : f.socorro@sae.edu Frank Socorro	Y	0
31	University of Florida 3104 Weimer Hall PO Box 118405 Gainesville, Florida 32611-8405 Phone : 352-392-0771x1158 Email : rgork@wruf.com Renee Gork	N	0

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32	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : http://www.jou.ufl.edu/ Email : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0
33	Universty of Miami P.O. Box 249127 Miami, Florida 33124 Phone : (305)284-2474 Email : lherrera@miami.edu Fax : 1-305-284-8186 Luis Herrera	Y	0
34	Unknown (source not adequately identified upon inquiry by SEU)	N	5
35	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:			48

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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	10/1/2021	Sponsorship of events in the community designed to increase public awareness	Killian Senior High School and 100.7 Y100, Frankie P (Evening Air Personality on Y100) created an event to get seniors excited about working in radio. Frankie discussed the secrets to making it in the broadcast industry.	2	On air talent promo team
2	10/28/2021	Participation in Job Fairs	Our SEU participated in a Job Fair at FLA Live Arena, iHeart booth set up with Managers Todd Winick and Mark McKenzie present to engage and discuss job opportunities with iHeartMedia.	3	VP Sales VP Sales Executive Assistant
3	4/9/2022	Participation in events sponsored by organizations representing the community	The event was held at the Broward College Miramar Campus. Panel: What if I Don't Want to Do News? Description: This panel was curated to give broadcast majors some insight as to the multitude of other outlets and careers paths that exist in the field of broadcast journalism and extend beyond hard hitting news. My panel had a publicist, a marketing director for another media company, myself, and a sports journalist currently responsible for covering the Dolphins for ESPN. We shared our personal stories and bits of our respective professional journeys along with advice and helpful information, followed by a Q&A with the students.	1	On air talent
4	4/12/2022	Participation in events sponsored by organizations representing the community	: On September 15, 2022, our on-air personality, Stichiz, participated in a "Teen Open Mic" in the theater at iHeartMedia Miami. Teen Open Mic- we will be giving 1k to the best teen performer. Before the pandemic every 3rd Thursday we would host a free teen open mic - a safe space for students to display their talents. We would also give away a cash prize and bring in professionals during the halftime show. Now we are back outside and this time in the theater! ?? Music by Girls Make Beats.	3	On air talent On Air talent programming On Air talent

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5	7/29/2022	Participation in events sponsored by organizations representing the community	The event was held at iHeartMedia Miami host by Shari Gonzalez – Market President. Shari gave the students a tour of the building and discussed job opportunities in radio and specific responsibilities that she has as Market President. Jerry Hester, Head of IT for iHeartMedia Miami gave them a tour of the sound room and explained how stations are maintained on-air, etc. The students were able to see and experience air personalities live as they were broadcasting. Each student was given a bag and station goodies at the end of the tour.	2	Market president Head engineer
6	8/16/2022	Participation in events sponsored by organizations representing the community	The event was held at iHeartMedia Miami in the WMIB Studio with Papa Keith. PK had 7 students sit in his studio during his live broadcast, during breaks they were able to ask questions and see what it is like to be an on-air personality.	1	On air talent
7	9/8/2022	Participation in events sponsored by organizations representing the community	Our SEU hosted Somerset Academy Charter High School to job shadow a Y100 Air Personality, Frankie P, students to host the Y5 Countdown, play games, give away tickets, do shout outs on air, experiencing what it is like to be an On-Air Personality! at our station facilities for a “behind-the-scenes” look at broadcast operations, conducted a brief Q&A session regarding careers in broadcasting.	1	On air talent
8	9/24/2022	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