

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 2023**

**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	1-16, 19-21, 23-24, 26-28	9
Account Executive	1-16, 19-21, 23-24, 26-28	27
Senior Vice President of Sales, Central Florida	1-8, 10-16, 18-21, 23-24, 26, 28	18
Promotions Coordinator	1-8, 10-21, 23-24, 26, 28	18
Account Executive	1-7, 9-16, 19-21, 23-24, 26, 28	9
Programming Coordinator	1-7, 10-16, 19-26, 28	25
Program Director - Sports Radio	1-7, 9-16, 19-21, 23, 26, 28	9

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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 : info@cful.org Career Services	N	0

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7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0
8	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : schulerl@easternflorida.edu Linda DeAngelis  Prong 2 Ended Date: 3/30/2023	N	0
9	Employee Referral	N	3
10	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	N	0
11	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
12	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famuedu Melony Washington	N	0
13	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0

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14	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
15	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
16	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	0
17	Internal Candidate	N	1
18	Internal Transfer/Promotion	N	2
19	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	2
20	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : <a href="http://seminolestate.edu.careers">seminolestate.edu.careers</a> Email : <a href="mailto:careerdev@seminolestate.edu">careerdev@seminolestate.edu</a> David Telleria	Y	0

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21	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southern.tech.edu Stacy Peek	Y	0
22	Station Websites (one or more SEU stations) 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 N/a N/a Manual Posting	N	0
23	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
24	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : <a href="https://www.first.edu/">https://www.first.edu/</a> Email : careerdevelopment@first.edu Career Services	Y	0
25	Unknown (source not adequately identified upon inquiry by SEU)	N	1
26	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	N	0
27	Walk In/Self-Referral	N	1
28	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 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 : customerservice@mediagignow.com MediaGigNow.com	N	0

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<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>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</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	3/1/2023	Hosting of Job Fair	Our SEU hosted a community career expo at the Orlando Science Center. In addition to securing the venue and advertising the expo on-air, we also solicited other employers to participate. SEU participants spoke to community members about iHeartMedia careers and discussed employment opportunities in broadcasting generally, handed out station information, and conducted on-site job interviews.	5	VP of Sales Area President Executive Assistant Sales Manager
2	3/22/2023	Participation in Job Fairs	Our SEU participated in a community job fair at the Central Florida Fairgrounds. Our Central Florida VP of Sales spoke to community members about iHeartMedia Careers and discussed employment opportunities in broadcasting generally, handed out station information, etc.	2	VP of Sales Account Executive
3	7/26/2023	Participation in events or programs sponsored by educational institutions	Our SEU conducted a station tour for middle and high school students from the Explorations in Communications program. The students received a “behind the scenes” view of our broadcast operations and had the opportunity to ask questions about careers in broadcasting.	2	Office Manager Market President
4	8/10/2023	Participation in Job Fairs	Our SEU participated in a community job fair at the Amway Center. Our Central Florida VP of Sales spoke to community members about iHeartMedia Careers and discussed employment opportunities in broadcasting generally, handed out station information, etc.	4	VP of Sales Account Executive Account Executive Account Executive
5	8/18/2023	Provision of training to management	In August, 2023, our SEU’s Senior Promotions Manager 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	Senior Promotions Manager

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6	8/24/2023	Provision of training to management	On August, 2023 our SEU's Senior Promotions Manager took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Senior Promotions Manager
7	9/13/2023	Participation in Job Fairs	Our SEU participated in a community job fair at the Central Florida Fairgrounds. Our Central Florida VP of Sales spoke to community members about iHeartMedia Careers and discussed employment opportunities in broadcasting generally, handed out station information, etc.	2	VP of Sales Account Executive