

**WFXJ, WJBT, WKSL, WQIK-FM, WSOL-FM, WWJK**  
**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

| <b>Job Title</b>  | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|-------------------|------------------------------------------------------------|-------------------------------|
| Account Executive | 1-16                                                       | 15                            |

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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> |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 1                | All Access Music<br>28955 Pacific Coast Highway<br>Malibu, California 90265<br>Phone : 310-457-6616<br>Email : jdenver@allaccess.com<br>Fax : 1-310-457-8058<br>Joel Denver                                                                       | N                                                        | 0                                                               |
| 2                | Bethune Cookman College<br>640 Dr. Mary McLeod Bethune Blvd.<br>Daytona Beach, Florida<br>Phone : 386-481-2143<br>Email : bonnerd@cookman.edu<br>Davita Bonner                                                                                    | N                                                        | 0                                                               |
| 3                | Flagler College<br>P.O. Box 1027<br>St. Augustine, Florida<br>Phone : 904-829-6481<br>Email : careerservices@flagler.edu<br>Career Services                                                                                                       | N                                                        | 0                                                               |
| 4                | Florida A&M<br>100 Student Union Plaza Martin Luther King Blvd.<br>Tallahassee, Florida 32307<br>Email : delores.dean@famuedu.edu<br>Delores Dean                                                                                                 | N                                                        | 0                                                               |
| 5                | Florida State College of Jacksonville<br>101 State Street Building B-100<br>Jacksonville, Florida 32202<br>Phone : 904-633-8492<br>Email : kameyer@fscj.edu<br>Career Services                                                                    | N                                                        | 0                                                               |
| 6                | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a><br>Talent Acquisition Coordinator<br>Manual Posting | 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> |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 7                | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting                                                     | N                                                        | 0                                                               |
| 8                | Jacksonville University<br>2800 N. University Blvd.<br>Jacksonville, Florida 32211<br>Phone : 904-256-7054<br>Email : <a href="mailto:careers@ju.edu">careers@ju.edu</a><br>Barbara Vick                                                                                                              | N                                                        | 0                                                               |
| 9                | LinkedIn – automatically posted from<br>iHeartMediaCareers.com<br>1000 W Maude Ave<br>Sunnyvale, California 94085<br>Phone : 650-687-3600<br>Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a><br>Career Services<br>Manual Posting           | N                                                        | 0                                                               |
| 10               | N.A.A.C.P.<br>1725 Oakhurst Ave.<br>Jacksonville, Florida 32208<br>Phone : 904-764-7578<br>Email : <a href="mailto:jaxnaacp@comcast.net">jaxnaacp@comcast.net</a><br>Isaiah Rumlin                                                                                                                    | N                                                        | 0                                                               |
| 11               | The Arc Jacksonville<br>1 UNF Drive<br>Jacksonville, Florida 32224<br>Phone : 904.355.0155 x 420<br>Url : <a href="http://www.arcjacksonville.org/">http://www.arcjacksonville.org/</a><br>Email : <a href="mailto:shamilton@arcjacksonville.org">shamilton@arcjacksonville.org</a><br>Susan Hamilton | N                                                        | 0                                                               |
| 12               | University of Central Florida<br>1200 W. International Speedway<br>Daytona Beach, Florida<br>Phone : 407-823-5959<br>Email : <a href="mailto:sharisse.kenney@ucf.edu">sharisse.kenney@ucf.edu</a><br>Sharisse Kenney                                                                                  | 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> |
|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 13                                             | University of Florida College of Journalism & Communications<br>PO Box 118400<br>Gainesville, Florida<br>Phone : 352-392-0466<br>Url : <a href="http://www.jou.ufl.edu/">http://www.jou.ufl.edu/</a><br>Email : <a href="mailto:kgraham@jou.ufl.edu">kgraham@jou.ufl.edu</a><br>Fax : 1-352-846-2484<br>Katrice Graham                                 | N                                                        | 0                                                               |
| 14                                             | University of North Florida<br>4567 St. Johns Bluff Road<br>Jacksonville, Florida 32216<br>Phone : 904-620-2955<br>Email : <a href="mailto:careerservices@unf.edu">careerservices@unf.edu</a><br>Rick Roberts                                                                                                                                          | N                                                        | 0                                                               |
| 15                                             | Unknown (source not adequately identified upon inquiry by SEU)                                                                                                                                                                                                                                                                                         | N                                                        | 1                                                               |
| 16                                             | <a href="http://www.mediagignow.com">www.mediagignow.com</a><br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a><br>MediaGigNow.com | N                                                        | 0                                                               |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                                                                                                                                                                                                                                                                                                                                                        |                                                          | <b>1</b>                                                        |

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## EEO PUBLIC FILE REPORT

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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 | 10/6/2022   | Participation in events sponsored by organizations representing the community | On October 6, 2022, our SEU participated in the Vystar Speaker Series (Celebrating Hispanic Heritage) 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. | 2                                   | Vice President of Sales<br>Senior Vice President of Sales |
| 2 | 10/13/2022  | Participation in events sponsored by organizations representing the community | On 13 October 2022, our SEU participated in the First Coast Hispanic Chamber of Commerce event in Ponte Vedra Beach, 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                                   | VP of Sales                                               |
| 3 | 3/3/2023    | Participation in events or programs sponsored by educational institutions     | On March 3, 2023, our VPS spoke to students at the Arlington Middle School Career fair. VPS discussed his career in broadcasting, different positions in the industry and how to advance career paths in broadcasting. The presentation was followed by a Q&A.                                                                | 1                                   | Vice President of Sales                                   |
| 4 | 3/30/2023   | Participation in events sponsored by organizations representing the community | Our On-Air Talent broadcast live from the Johnson Family YMCA where he also spoke to kids and community members about music, career opportunities in radio, and the educational requirements for a career in broadcasting.                                                                                                    | 1                                   | On Air Talent                                             |
| 5 | 4/19/2023   | Participation in events sponsored by organizations representing the community | Our SEU hosted a station tour for the Williams Family YMCA. Participants were given a "behind the scenes" tour and also had the opportunity to ask questions about careers in broadcast.                                                                                                                                      | 2                                   | On Air Talent<br>Promotion Director                       |
| 6 | 5/30/2023   | Participation in events or programs sponsored by educational institutions     | On May 30, 2023, our VPS spoke to students at the duPont Middle School Career fair. VPS discussed his career in broadcasting, different positions in the industry and how to advance career paths in broadcasting. The presentation was followed by a Q&A.                                                                    | 1                                   | Vice President of Sales                                   |

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|   | <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> |
|---|-------------|---------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------|
| 7 | 6/2/2023    | Participation in events or programs sponsored by educational institutions | Our SEU hosted a station tour for the Pine Castle Radio and Podcast class during which our On-Air Talent spoke to participants about music and career opportunities in radio. Participants toured different departments and learned about the duties and responsibilities of each.                 | 1                                   | On-Air talent            |
| 8 | 8/21/2023   | Provision of training to management                                       | In August, 2023, our SEU's Vice President 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                                   | Vice President of Sales  |
| 9 | 8/23/2023   | Provision of training to management                                       | On August, 2023 our SEU's Vice President of Sales 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                                   | Vice President of Sales  |