

WBGG-FM, WHYI-FM, WINZ, WIOD, WZTU, WMIA-FM, WMIB
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
SEO/SEM Account Executive	1-6, 8, 10-11, 13-27	8
Account Executive	7-8, 12, 14-15	12
Account Executive	7-8, 12, 14-15	8
On-Air Talent	9	9
On-Air Talent	9	9
On-Air Talent	9	9

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Direct Employers Association 7602 Woodland Drive, Suite 200 Suite 200 Indianapolis, Indiana 46278 Career Services Manual Posting	N	0
8	Employee Referral	N	2
9	Exigent Circumstances	N	3
10	Florida Altantic 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
11	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
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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	0
16	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
17	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
18	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	4
19	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
20	Miami Media School 901 South Miami Avenue Suite 303 Miami, Florida 33130 Phone : 305-728-1120 X 8105 Email : aserrate@beonair.com Ashley Serrate	N	0

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21	New Birth Employment Services 13242 N.W. 7th Avenue Miami, Florida 33168 Phone : (305)769-1100 Ext 232 Email : mfreeman@nbbcmiami.org Marietta Freeman	Y	0
22	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
23	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
24	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
25	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
26	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

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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27	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:			10

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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	12/19/2022	Participation in events sponsored by organizations representing the community	During this reporting period, our SEU participated in the “Girls Make Beats” program, which focuses on empowering the next generation of female DJ’s, producers and engineers! Girls were invited to apply for the program online, and 20 were selected to participate. As part of the program, our on-air personality met with the participants on a monthly basis to provide mentorship and advice. Our on-air personality is also a co-founder of the program.	1	WMIB On-Air personality
2	3/16/2023	Participation in events sponsored by organizations representing the community	On March 16, 2023, our on-air personality participated in a “Teen Open Mic” event at Handy Inc. in Fort Lauderdale, FL sponsored by our SEU. During the event, young female entrepreneurs pitched their current business or new business ideas to our powerhouse panelists for a chance to win \$2,500. Our Market President was a special guest panelist, and spoke to participants about women in radio.	2	Market President On-Air Talent
3	6/15/2023	Participation in events or programs sponsored by educational institutions	On June 15th, 2023, our on-air personality hosted a “Teen Open Mic” event at Joseph Carter Park. The event provided youth a safe place to express themselves through the arts, including dance, music and poetry. Performers had the opportunity to connect with and get valuable feedback from industry professionals and win cash prizes.	1	WMIB On-Air Personality
4	8/28/2023	Provision of training to management	On August, 2023 our SEU’s Sales 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	Sales Manager

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5	8/28/2023	Provision of training to management	In August, 2023, our SEU's Sales 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	Sales Manager