

WFKS, WLRQ-FM, WMMB, WMMV
EEO PUBLIC FILE REPORT
October 1, 2022 - November 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 | 1-12 | 7 |

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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 | Bethune Cookman University Office Career Services 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida 32114 Phone : 386-481-2143 Email : bonnerd@cookman.edu Fax : 1-306-481-2139 Davita Bonner | N | 0 |
| 2 | Career Source Brevard 5275 Babcock Street NE Ste 8B Palm Bay, Florida 32905 Phone : 321-394-0689 Email : employersupport@careersourcebrevard.com Jennifer Lasser | N | 0 |
| 3 | Florida A & M University 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Phone : 850-599-3044 Email : careercenter@famu.edu Melony Washington | N | 0 |
| 4 | Florida Association of Broadcasters 201 South Monroe St. Ste: 201 Tallahassee, Florida 32301 Phone : 800-825-5322 Email : intern@fab.org Lindsay Varn | N | 0 |
| 5 | Florida Institute of Technology Career Services 150 E. University Blvd Melbourne, Florida 32901 Phone : 321-674-8000 Email : dgaynor@fit.edu Dona Gaynor | N | 0 |
| 6 | 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 |
|--|--|--|---|
| 7 | 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 | 1 |
| 8 | 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 |
| 9 | NAACP South Brevard 4622 Crew Circle Suite 6 Melbourne, Florida 32904 Phone : 321-749-4727 Email : actso@naacpnet.org Robert Johnson | N | 0 |
| 10 | Non-Employee Referral | N | 1 |
| 11 | The University of Central Florida Administration Bldg. Room 124 Orlando, Florida 32816 Phone : 407-823-2361 Email : career@mail.UCF.edu Fax : 1-407-823-5909 Genesis Rawls | N | 0 |
| 12 | 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: | | | 2 |

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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 | 3/1/2023 | Hosting of Job Fair | On March 1, 2023, our SEU hosted a job fair at the Florida Marketplace Mall in Melbourne. Our SEU participated in all aspects of planning the event, including obtaining event space and soliciting employers to participate. In addition, our SEU set up a booth at the event and spoke to attendees about career opportunities in broadcasting generally and handed out employment information. | 5 | VP of Sales Area President Senior VP of Programming Sales Manager |
| 2 | 3/22/2023 | Participation in Job Fairs | Our SEU participated in a community job fair at the Central Florida Fairgrounds. Our 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 | 8/10/2023 | Participation in Job Fairs | Our SEU participated in a community job fair at the Amway Center. Our VP of Sales spoke to community members about iHeartMedia Careers and discussed employment opportunities in broadcasting generally, handed out station information, etc. | 1 | VP of Sales Account Executive Account Executive Account Executive |
| 4 | 8/18/2023 | Provision of training to management | In Aug, 2023, our SEU's SSVP 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 | SVPP |
| 5 | 8/18/2023 | Provision of training to management | On August, 2023 our SEU's SSVP 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 | SSVP |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|-------------------------------------|----------------------------------|
| 6 | 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 |