

**WBTP, WCTQ, WDAE, WDIZ, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WRUB,
WSDV, WSRZ-FM, WTZB, WXTB.**

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
WFUS/US103.5 Country Program Director	1-10, 12-17, 19-30	29
Sales Account Executive-Bilingual (Spanish)	1, 3, 6, 8, 11-13, 16-20, 30	18

**WBTP, WCTQ, WDAE, WDIZ, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WRUB,
WSDV, WSRZ-FM, WTZB, WXTB.**

EEO PUBLIC FILE REPORT

October 1, 2022 - September 30, 2023

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	Barry University 11300 NE 2nd Avenue Maimi Shores, Florida 33161 Phone : 305-899-4010 Career Development Center Manual Posting	N	0
3	Connecticut School of Broadcasting 3901 Coconut Palm Drive, Ste. 105 Tampa, Florida 33619 Phone : 813-443-5037 Email : slance@gocsb.com Shayna Lance	N	0
4	Employee Referral	N	3
5	Flagler College 74 King St. St. Augustine, Florida 32084 Phone : 904-819-6286 Url : www.flagler.edu/careerdevelopment Tara Stevenson Manual Posting	N	0
6	Florida A & M University Career Center 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@famuedu Melony Washinton	Y	0
7	Florida Agricultural and Mechanical University 1601 S Martin Luther King Jr Blvd, Tallahassee, Florida 32310 Phone : 850-599-3700 Shereada Harrell Manual Posting	N	0

**WBTP, WCTQ, WDAE, WDIZ, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WRUB,
WSDV, WSRZ-FM, WTZB, WXTB.**

EEO PUBLIC FILE REPORT

October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : info@fab.org Lindsay Varn	N	0
9	Florida International University 11200 SW 8th St Miami, Florida 33199 Phone : 305-348-2423 Url : www.career.fiu.edu Carmen Carter Manual Posting	N	0
10	Florida State University 100 South Woodward Avenue Tallahassee, Florida 32306 Phone : 850-644-9771 Url : http://www.career.fsu.edu/ Jeff Garis Manual Posting	N	0
11	Google Jobs - Not directly contacted by SEU	N	1
12	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
13	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
14	Internal Posting	N	2

**WBTP, WCTQ, WDAE, WDIZ, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WRUB,
WSDV, WSRZ-FM, WTZB, WXTB.**

EEO PUBLIC FILE REPORT

October 1, 2022 - September 30, 2023

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
15	Keiser University 6151 Lake Osprey Drive Sarasota, Florida 34240 Phone : 941-907-3900 Unknown Unknown Manual Posting	N	0
16	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
17	Ohio/Illinois Center for Broadcasting 9000 Sweet Valley Drive Cleveland, Ohio 44125 Phone : 216-447-9117 Url : www.funjobsonair.com Email : JHardy@beonair.com Janice Hannah-Hardy	Y	0
18	On-Air Announcement (One or More SEU Stations)	N	1
19	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0
20	St. Thomas University 16401 NW 37th Ave Opa-locka, Florida 33054 Phone : 305-628-6577 Url : www.stu.edu Email : karina@stu.edu Career Services	N	0

**WBTP, WCTQ, WDAE, WDIZ, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WRUB,
WSDV, WSRZ-FM, WTZB, WXTB.**

EEO PUBLIC FILE REPORT

October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	State College of Florida 5840 25th Street West Bradenton, Florida 34207 Phone : 941-752-5325 Url : http://www.collegecentral.com/scf Delane Solana Manual Posting	N	0
22	University of Central Florida P.O. Box 160165 Orlando, Florida 32816-0165 Phone : (407) 823-2361 Url : http://career.sdes.ucf.edu/about%20career%20servic Veena Garib Manual Posting	N	0
23	University of Miami 5225 Ponce De Leon Blvd Coral Gables, Florida 33146 Phone : (305) 284-5451 Christian Garcia Manual Posting	N	0
24	University of South Florida 4202 E. Fowler Avenue Tampa, Florida 33620 Phone : 813-974-2171 Career Services Manual Posting	N	0
25	University of South Florida-Sarasota/Manatee 8350 N. Tamiami Trail SMC A107 Sarasota, Florida 34243 Phone : 941-359-4703 Url : www.sarasota.usf.edu/careercenter Toni Ripo Manual Posting	N	0
26	University of South Florida-St Petersburg 140 7th Avenue South St. Petersburg, Florida 33701 Phone : 727-873-4129 Lesa Shouse Manual Posting	N	0

**WBTP, WCTQ, WDAE, WDIZ, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WRUB,
WSDV, WSRZ-FM, WTZB, WXTB.**

EEO PUBLIC FILE REPORT

October 1, 2022 - September 30, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	University of Tampa 401 W. Kennedy Blvd Tampa, Florida 33606-1490 Phone : 813-258-7210 Mark Colvenbach Manual Posting	N	0
28	Unknown (source not adequately identified upon inquiry by SEU)	N	1
29	Walk in/Self-Referral Source	N	1
30	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:			9

**WBTP, WCTQ, WDAE, WDIZ, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WRUB,
WSDV, WSRZ-FM, WTZB, WXTB.**

EEO PUBLIC FILE REPORT

October 1, 2022 - September 30, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/4/2022	Participation in events or programs sponsored by educational institutions	On 4 November 2022, our SEU hosted 5 University of South Florida American Marketing Association students to our building! They spent time in the WDAE studio learning from On-Air Talent and then went over and spent time with our MP and asked a lot of questions regarding the various positions that iHeartMedia has to offer for employees.	2	Metro President On-Air Talent
2	3/6/2023	Participation in events or programs sponsored by educational institutions	On 6 March 2023, Our SEU's On Air-Talent was Professor for the day at Zimmer School of Mass Communications. She shared tips on interviewing and broadcasting to students taking a production, direction, and podcasting course. Spoke about employment opportunities at iHeart Media, podcasting, and the future of Radio.	1	On-Air talent
3	3/10/2023	Participation in events or programs sponsored by educational institutions	On 10 March 2023, our SEU had a student at the University of Florida job shadow with the Sales and Programing departments. He got to sit in on sales calls and help create proposals also sat in with programming during on-air shifts. Management discussed the many different positions that iHeartMedia has.	2	Vice President of Sales Vice President of Programming
4	3/15/2023	Participation in events sponsored by organizations representing the community	On 15 March 2023, our SEU hosted a station tour for Girl Scout Troop 419 from Englewood Florida. Our VPS and VPP conducted the tour and discussed career opportunities in sales, programming, and promotions. Troop got to cut some liners and go on air live.	2	Vice President of Sales Vice President of Programming
5	8/22/2023	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

**WBTP, WCTQ, WDAE, WDIZ, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WRUB,
WSDV, WSRZ-FM, WTZB, WXTB.**

EEO PUBLIC FILE REPORT

October 1, 2022 - September 30, 2023

III. RECRUITMENT INITIATIVES

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