

WBGG-FM, WHYI-FM, WINZ, WIOD, WMIA-FM, WMIB, WZTU
EEO PUBLIC FILE REPORT
October 1, 2023 - September 30, 2024

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	1-23	8

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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 Prong 2 Ended Date: 12/6/2023	N	0
3	Broward Workforce One 7550 Davie Road Extension Hollywood, Florida 33024 Phone : (954)967-1010x138 Url : www.wflbroward.com/ Email : jobs@careersourcebroward.com Jeff Epps Prong 2 Ended Date: 12/6/2023	N	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 Prong 2 Ended Date: 11/9/2023	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
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 Prong 2 Ended Date: 12/6/2023	N	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 Prong 2 Ended Date: 12/6/2023	N	0
7	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-3486 Email : info@emmabowenfoundation.org Career Services Prong 2 Ended Date: 12/6/2023	N	0
8	Employee Referral	N	1
9	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 Prong 2 Ended Date: 11/9/2023	N	0

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10	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 Prong 2 Ended Date: 12/6/2023	N	0
11	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : (757)727-5331 Email : careercenter@hamptonu.edu Bessie Willis	Y	0
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	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

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15	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
16	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 Prong 2 Ended Date: 12/6/2023	N	0
17	New Birth Employment Services 13242 N.W. 7th Avenue Miami, Florida 33168 Phone : (305)769-1100 Ext 232 Email : mfreeman@nbbcmiami.org Marietta Freeman Prong 2 Ended Date: 12/6/2023	N	0
18	Pennsylvania State University 208D Carnegie Building University Park, Pennsylvania 16802-5101 Phone : (814) 863-4674 Url : http://nittanylioncareers.psu.edu/ Email : RPM163@psu.edu Bob Martin	Y	0
19	SAE Institute of Technology-Miami 16051 West Dixie Highway Suite 200 North Miami Beach, Florida 33160 Phone : 305-944-7494 Email : a.delfani@sae.edu A Delfani Prong 2 Ended Date: 12/6/2023	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
20	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
21	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
22	Universty of Miami P.O. Box 249127 Miami, Florida 33124 Phone : (305)284-6632 Url : o https://com.miami.edu/career-connection/career-postings/ Audrey Carballo Manual Posting Prong 2 Ended Date: 10/31/2023	N	0
23	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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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	Ongoing Event	Participation in other activities designed by the station employment unit	<p>From October 25, 2023, to present (ongoing) our very own On-Air Talent, worked with the Miami-Dade County District 2 Commissioner to create a new Music/Recording studio to educate and mentor youth in Gwen Cherry Park. The program includes a 1,000 sq ft studio equipped with industry standard technology for students to learn, create, and publish original music, podcasts, radio broadcasts, video content, and more. In addition, this project will also include educational community engagement programs offering support opportunities and essential services. The recording studio will also be used in partnership with other community organizations, such as Guitars over Guns, in creating a curriculum that will enable students to work side by side with professionals to learn skills specific to the studio environment and participants will also learn about "next steps" for careers in radio and broadcasting.</p>	2	Market President On-Air Talent
2	10/27/2023	Participation in events or programs sponsored by educational institutions	<p>On October 27, 2023, our SEU participated in the Florida International University's 2023 Panthers Sales Tournament in Miami, FL. FIU-PST is the only sales competition of its kind in the world, bringing student competitors together to compete in both English and Spanish. Our Senior Vice President of Sales judged multiple role-play competition rounds and also discussed careers in radio and other employment opportunities in broadcasting with interested attendees. He was a part of a collaborative learning environment and a contributor to the development and education of students attending FIU.</p>	1	Senior VP of Sales

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3	4/16/2024	Participation in events sponsored by organizations representing the community	On April 16, 2024, our SEU hosted women in a Women's Wealth Circle Network Event which included a tour of our offices in Pembroke Pines. Our Market President and On-Air Talent were guest speakers and spoke about the skills needed to succeed in broadcasting, industry trends, on-air and various career opportunities. The women who attended the event received a "behind the scenes" view of our broadcast operation and had the opportunity to ask questions about careers in broadcasting.	2	Market President On-Air Talent
4	6/21/2024	Participation in events sponsored by organizations representing the community	On June 21, 2024, our SEU hosted students for a Learn Music Production, Audio Engineering & DJing masterclass for girls ages 5-17. Our On-Air Talent (WMIB) hosted the event at our offices in Pembroke Pines. The students learned music technology with industry-leading hardware and software, real world opportunities, mentorships, music placement on TV/Film, visited our iHeart studios when talent was on air, etc.	1	On-Air Talent
5	6/25/2024	Participation in events or programs sponsored by educational institutions	On June 25, 2024, our On-Air Talent presented and spoke to a group of Miami Media School's students. The students participated in a speaker competition; the winning student was chosen to job shadow our WMIA On-Air mid-day personality, for 2 hours on July 25, 2024. The student was exposed to a day in a broadcaster's career, learning the responsibilities of being on-air and how to perform daily duties/responsibilities.	1	On-Air Talent

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6	8/6/2024	Participation in events sponsored by organizations representing the community	On August 6, 2024, our SEU hosted a group of students, our On-Air Talent spoke to the students about the world of radio, then took them on a guided tour through or station facilities for a “behind-the-scenes” look at broadcast operations, discussed employment opportunities in broadcasting, and had the opportunity to ask questions about careers in broadcasting.	1	On-Air Talent