

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

**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Account Executive-Bilingual (Spanish)	1-20	11

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

**EEO PUBLIC FILE REPORT**

**October 1, 2023 - September 30, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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 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	Flagler College 74 King St. St. Augustine, Florida 32084 Phone : 904-819-6286 Url : www.flagler.edu/careerdevelopment Tara Stevenson Manual Posting	N	0
4	Florida A & M University Career Center 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@fam.u.edu Melony Washinton	Y	0
5	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
6	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

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

**EEO PUBLIC FILE REPORT**

**October 1, 2023 - September 30, 2024**

**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>
7	Florida International University 11200 SW 8th St Miami, Florida 33199 Phone : 305-348-2423 Url : <a href="http://www.career.fiu.edu">www.career.fiu.edu</a> Carmen Carter Manual Posting	N	0
8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
10	Indeed.com - Not directly contacted by SEU	N	1
11	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	1
12	Ohio/Illinois Center for Broadcasting 9000 Sweet Valley Drive Cleveland, Ohio 44125 Phone : 216-539-7897 Url : <a href="http://www.funjobsonair.com">www.funjobsonair.com</a> Email : <a href="mailto:JHardy@beonair.com">JHardy@beonair.com</a> Janice Hannah-Hardy	Y	0

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

**EEO PUBLIC FILE REPORT**

**October 1, 2023 - September 30, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0
14	St. Thomas University 16401 NW 37th Ave Opa-locka, Florida 33054 Phone : 305-628-6577 Url : www.stu.edu Career Services Manual Posting	N	0
15	University of Central Florida P.O. Box 160165 Orlando, Florida 32816-0165 Phone : (407) 823-2361 Url : <a href="http://career.sdes.ucf.edu/about%20career%20servic">http://career.sdes.ucf.edu/about%20career%20servic</a> Veena Garib Manual Posting	N	0
16	University of Miami 5225 Ponce De Leon Blvd Coral Gables, Florida 33146 Phone : (305) 284-5451 Christian Garcia Manual Posting	N	0
17	University of South Florida 4202 E. Fowler Avenue Tampa, Florida 33620 Phone : 813-974-2171 Career Services Manual Posting	N	0
18	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, WDDV, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX,  
WRUB, WSDV, WSRZ-FM, WTZB, WXTB**

**EEO PUBLIC FILE REPORT**

**October 1, 2023 - September 30, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
19	University of Tampa 401 W. Kennedy Blvd Tampa, Florida 33606-1490 Phone : 813-258-7210 Mark Colvenbach Manual Posting	N	0
20	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>2</b>

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

**EEO PUBLIC FILE REPORT**

**October 1, 2023 - September 30, 2024**

**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	10/27/2023	Participation in events or programs sponsored by educational institutions	On October 27, 2024, a student at Magnolia Montessori Academy shadowed our WFLZ Program Director as part of school project requiring students to job shadow a career in which they were interested. The student was exposed to a day in a broadcasting career with job duties and description.	1	VP of Programming
2	11/14/2023	Participation in events or programs sponsored by educational institutions	On November 14, 2023, our On-Air Talent and Senior Vice President of Programming served as speakers at Meadowlawn Middle School. They addressed their career paths in broadcasting, gave tips on how to break into the broadcast industry, spoke on educational requirements for a career in broadcasting, and handed out information about iHeartMedia.	2	SVP of Programming On-Air Talent
3	2/20/2024	Participation in events or programs sponsored by educational institutions	On February 20, 2024, our SEU's Our Senior Vice President of Programming and On-Air Talents participated in the Enterprise Village Career Day event. They discussed careers in radio with interested attendees, discussed employment opportunities in broadcasting generally and handed out station information.	3	SVP of Programming On-Air Talent On-Air Talent
4	2/27/2024	Participation in events sponsored by organizations representing the community	On February 27, 2024, our Program Director served as a speaker at the Temple Emanu-EL congregation in Sarasota Florida on Feb 27, 2024. He addressed his career path in Sports broadcasting, how to break into the broadcast industry, and the educational requirements for a career in broadcasting.	1	On-Air Talent
5	4/17/2024	Participation in events or programs sponsored by educational institutions	On April 17, 2024, our Program Director and our On-Air Talent served as a speaker at the Florida Sports Media Class. They addressed their career path in broadcasting, gave tips on how to break into the broadcast industry, educational requirements for a career in broadcasting, and handed out station information on IHeartMedia.	2	Program Director On-Air Talent

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

**EEO PUBLIC FILE REPORT**

**October 1, 2023 - September 30, 2024**

**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>
6	8/9/2024	Participation in events sponsored by organizations representing the community	On August 9, 2024, our SEU hosted the Northport Chamber of Commerce for a station tour. Our Vice President of Sales guided members through our station facilities for a behind the scenes look at broadcast operations. He discussed careers in radio, conducted a brief Q&A session, and discussed careers and employment opportunities in broadcasting. Additionally, he handed out station information about iHeartMedia.	1	VP of Sales