

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

**EEO PUBLIC FILE REPORT**

**October 1, 2024 - September 30, 2025**

**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
VP of Sales - Bilingual	1, 4-10, 12-18, 20-21	10
Outside Account Executive	1-9, 12-21	2
Account Executive	1-9, 12-21	2
Outside Account Executive	1-9, 11-21	2
Outside Account Executive	1, 3-9, 12-21	12
Outside Account Executive	1-9, 12-18, 20-21	2

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### **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>
1	Barry University 11300 NE 2nd Avenue Maimi Shores, Florida 33161 Phone : 305-899-4010 Career Development Center Manual Posting	N	0
2	Employee Referral	N	6
3	Flagler College 74 King St. St. Augustine, Florida 32084 Phone : 904-819-6286 Url : <a href="http://www.flagler.edu/careerdevelopment">www.flagler.edu/careerdevelopment</a> 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 : <a href="mailto:careercenter@famuedu">careercenter@famuedu</a> Melony Washinton  Prong 2 Ended Date: 11/19/2024	N	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 : <a href="mailto:info@fab.org">info@fab.org</a> Lindsay Varn	N	0

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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	1
10	iHM Human Capital Acquisition	N	1
11	Indeed.com - Not directly contacted by SEU	N	1
12	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	3
13	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  Prong 2 Ended Date: 11/19/2024	N	0

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14	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0
15	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
16	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%20service">http://career.sdes.ucf.edu/about%20career%20service</a> Veena Garib Manual Posting	N	0
17	University of Miami 5225 Ponce De Leon Blvd Coral Gables, Florida 33146 Phone : (305) 284-5451 Christian Garcia Manual Posting	N	0
18	University of South Florida 4202 E. Fowler Avenue Tampa, Florida 33620 Phone : 813-974-2171 Career Services Manual Posting	N	0
19	University of South Florida-St Petersburg 140 7th Avenue South St. Petersburg, Florida 33701 Phone : 727-873-4129 Lesa Shouse Manual Posting	N	0

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### **II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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20	University of Tampa 401 W. Kennedy Blvd Tampa, Florida 33606-1490 Phone : 813-258-7210 Mark Colvenbach Manual Posting	N	0
21	www.mediagignow.com 625 West Adams St. Suite 20-110 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>12</b>

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### **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	11/6/2024	Participation in Job Fairs	On November 6, 2024, our SEU participated in the University of West Florida Career Development and Community Engagement Virtual Job Fair. During the fair, our Vice President of Sales engaged with attendees by discussing career paths in broadcasting, highlighting the role of Outside Account Executive, sharing employment opportunities at iHeartMedia, accepting resumes via email, and answering participant questions.	1	VP of Sales
2	1/1/2025	Establishment of a mentoring program	From January 1 to March 31, 2025, the Senior Vice President of Programming mentored a Part Time Promotion Events Support, providing hands-on training in on-air announcing and technical operations using Sound Plus systems. The mentorship included weekly in-person sessions focused on radio automation and station promotions. The mentee demonstrated exceptional growth and was subsequently promoted to an on-air position with the Joe Show on 93.3FLZ. In her expanded role, she now oversees on-air announcing, social media strategy, and promotional operations for her shift.	2	SVP of Programming Promotion Events Support
3	4/29/2025	Participation in events sponsored by organizations representing the community	On Tuesday April 29, 2025, our SEU had the pleasure of welcoming the local chapter of Ad 2 to our building. This dynamic group of senior students from the University of South Florida is preparing to enter the workforce, and we were thrilled to offer them a glimpse into the world of radio. They heard from our Market President, Program Director, and General Sales Manager, who shared insights into sales and programming roles within the industry. It was a valuable opportunity for students to connect with seasoned professionals and explore potential career paths.	3	Market President Program Director General Sales Manager

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4	6/25/2025	Participation in events sponsored by organizations representing the community	On June 25, 2025, our SEU participated in the Enterprise Village Career Day event in Tampa Florida. Our On-Air Talent and Office Manager met with middle school students from the Tampa and Clearwater areas to talk about careers in radio and broadcasting. They shared insights, answered questions, and handed out station info to help inspire the next generation of media professionals.	2	On-Air Talent Office Manager
5	7/16/2025	Participation in events sponsored by organizations representing the community	On July 16, 2025, our SEU hosted teens from the Boys & Girls Clubs of Greater Tampa Bay for an engaging, behind-the-scenes tour of our broadcast facilities. During the visit, students shadowed our On-Air Talent to observe a typical workday and gain insight into radio operations and participated in a live broadcast. The team discussed careers in broadcasting, and employment opportunities at iHeartMedia, and provided station materials. The visit concluded with a Q&A session, allowing the teens to ask questions and learn more about the industry.	3	On-Air Talent Outside Account Executive Vice President of Sales
6	9/3/2025	Participation in events or programs sponsored by educational institutions	On September 3, 2025, our Outside Account Executive served as a speaker during the American Marketing Association Introductory Meeting at the University of Tampa Plant Hall in Tampa, Florida. She addressed topics such as her career path in broadcast selling, how to break into the broadcast industry, and the educational requirements for pursuing a career in media selling.	1	Outside Account Executive

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7	9/25/2025	Participation in Job Fairs	On September 25, 2025, our SEU participated in the Junior Achievement Biz Town Career Summit. During the event, the Director of Marketing and Promotions engaged with attendees by discussing career paths in broadcasting, emphasizing the roles of On-Air Host and Promotions Assistant. They also shared employment opportunities available at iHeartMedia, accepted resumes via email, and answered participant questions.	1	Director, Marketing and Promotions