

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
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
Outside Account Executive	1-6, 8-21	15
On-Air Talent	7	7
Sports Sponsorships Account Executive	1-6, 8-14, 16-21	6

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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
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo Prong 2 Ended Date: 11/19/2024	N	0
3	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov Prong 2 Ended Date: 11/19/2024	N	0
4	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
5	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x104 Email : info@cful.org Career Services	N	0
6	Employee Referral	N	2
7	Exigent Circumstances	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	FL Association of Broadcasters 201 South Monroe Street Ste. 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Lindsay Varn	N	0
9	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Melony Washington Manual Posting	N	0
10	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
11	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstephens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens Prong 2 Ended Date: 11/19/2024	N	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	1

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14	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
15	Non-Employee Referral	N	1
16	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria Prong 2 Ended Date: 11/19/2024	N	0
17	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speek@southerntech.edu Stacy Peek Prong 2 Ended Date: 11/19/2024	N	0
18	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu John Sheehy Prong 2 Ended Date: 11/19/2024	N	0
19	The F.I.R.S.T School 423 S Keller Road Orlando, Florida 32810 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerservices@first.edu Tony Mardini	Y	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	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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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	2/4/2025	Participation in events or programs sponsored by educational institutions	On February 4, 2025, iHeartMedia Orlando hosted a station tour with the Pace Brantley Preparatory School media production class. The students received a “behind the scenes” view of our broadcast operations. Our Program Director, Sales Support Supervisor, and On-Air Talent spoke to high school students about iHeartMedia careers and discussed employment opportunities in broadcasting, handed out station information, and conducted a Q&A for the students.	3	On-Air Talent Program Director Sales Support Supervisor
2	3/19/2025	Participation in events or programs sponsored by educational institutions	On March 19, 2025, our SEU hosted students from the University of Central Florida for a behind-the-scenes tour of our broadcast facilities and were able to speak to different members of our Programming/On-Air, Digital, Sales, and Promotions teams. During the visit, our management team discussed career opportunities in broadcasting, both broadly and within iHeartMedia specifically and provided station information. The visit concluded with a Q&A session, allowing students to ask questions and learn more about the industry.	3	Area President SVP Brand Strategy VP of Sales
3	3/19/2025	Participation in Job Fairs	On March 19, 2025, our SEU’s Program Director participated in the Central Florida Employment Council job fair. He spoke to community members about iHeartMedia Careers, discussed employment opportunities in broadcasting, and handed out station information.	1	Program Director
4	5/14/2025	Participation in Job Fairs	On May 14, 2025, our SEU’s Vice President of Sales and our Promotion Events Support participated in the Central Florida Employment Connections job fair. They spoke to community members about iHeartMedia Careers, discussed employment opportunities in broadcasting, and handed out station information.	2	VP of Sales Promotion Events Support

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5	7/9/2025	Participation in Job Fairs	On July 9, 2025, our SEU's Vice President of Programming and Promotion Events Staff represented iHeartMedia at the Central Florida Fairgrounds. They engaged with attendees by answering questions about local and enterprise-wide job opportunities at iHeartMedia. Promotional items were distributed, and participants were provided with a QR code linking to www.iHeartMedia.com/Careers to explore current openings.	3	VP of Programming Promotion Events Support Promotion Events Support
6	8/5/2025	Participation in events or programs sponsored by educational institutions	On August 5, 2025, our SEU hosted students from the University of Central Florida for a behind-the-scenes tour of our broadcast facilities. During the visit, our management team discussed career opportunities in broadcasting, both broadly and within iHeartMedia specifically and provided station information. The visit concluded with a Q&A session, allowing students to ask questions and learn more about the industry.	4	Area President VP of Sales Program Director SVP Brand Strategy
7	9/10/2025	Participation in Job Fairs	On September 10, 2025, our SEU's Program Director and Promotion Events Support took part in a community job fair at the Central Florida Fairgrounds. The Central Florida Program Director engaged with attendees, sharing information about careers at iHeartMedia and general employment opportunities in broadcasting. Station materials were distributed to help inform and inspire potential candidates.	2	Program Director Promotion Events Support