

**WBGG-FM, WHYI-FM, WINZ, WIOD, WMIA-FM, WMIB, WZTU****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**

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-15, 17-23	22
Outside Account Executive	1-15, 17-23	13
Outside Account Executive	1-15, 17-23	10
Outside Account Executive- Sales	1-23	22

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<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	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	N	0
2	Broward Workforce One 7550 Davie Road Extension Hollywood, Florida 33024 Phone : (954)967-1010x138 Url : www.wflbroward.com/ Email : jobs@careersourcebroward.com Jeff Epps	N	0
3	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	N	0
4	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	N	0
5	Direct Employers Association 7602 Woodland Drive, Suite 200 Suite 200 Indianapolis, Indiana 46278 Phone : 866-268-6206 Fax : 1-317-874-9100 Career Services	N	0
6	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-3486 Email : info@emmabowenfoundation.org Career Services	N	0

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7	Florida State University Career Center University Center 4th level Tallahassee, Florida 32306 Phone : (850) 644-6431 Url : <a href="http://www.fsu.edu">http://www.fsu.edu</a> Email : <a href="mailto:reception@admin.fsu.edu">reception@admin.fsu.edu</a> Michele Burney	N	0
8	Hampton University 2 Frissell Ave. Hampton, Virginia 23669 Phone : (757)727-5331 Email : <a href="mailto:careercenter@hamptonu.edu">careercenter@hamptonu.edu</a> Bessie Willis	Y	0
9	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
10	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	2
11	iHM Human Capital Acquisition	N	4
12	Lindsey Hopkins Technical College 750 NW 20th Street A-120 Miami, Florida 33127 Phone : (305)324-6070 Ext 7044 Email : <a href="mailto:mdescartes@dadeschools.net">mdescartes@dadeschools.net</a> Maggie Descartes	N	0

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13	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/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	14
14	Miami Dade College 627 SW 27th Avenue Room 1112 Miami, Florida 33135 Phone : (305)237-6247 Url : <a href="http://www.mdc.edu">www.mdc.edu</a> Email : <a href="mailto:jorge.hernandez2@mdc.edu">jorge.hernandez2@mdc.edu</a> Jorge Hernandez	N	0
15	New Birth Employment Services 13242 N.W. 7th Avenue Miami, Florida 33168 Phone : (305)769-1100 Ext 232 Email : <a href="mailto:mfreeman@nbbcmiami.org">mfreeman@nbbcmiami.org</a> Marietta Freeman	N	0
16	On-Air Announcement (One or More SEU Stations)	N	1
17	Pennsylvania State University 208D Carnegie Building University Park, Pennsylvania 16802-5101 Phone : (814) 863-4674 Url : <a href="http://nittanylioncareers.psu.edu/">http://nittanylioncareers.psu.edu/</a> Email : <a href="mailto:RPM163@psu.edu">RPM163@psu.edu</a> Bob Martin	Y	0
18	SAE Institute of Technology-Miami 16051 West Dixie Highway Suite 200 North Miami Beach, Florida 33160 Phone : 305-944-7494 Email : <a href="mailto:a.delfani@sae.edu">a.delfani@sae.edu</a> A Delfani	N	0
19	University of Florida 3104 Weimer Hall PO Box 118405 Gainesville, Florida 32611-8405 Phone : 352-392-0771x1158 Email : <a href="mailto:rgork@wruf.com">rgork@wruf.com</a> Renee Gork	N	0

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20	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : <a href="http://www.jou.ufl.edu/">http://www.jou.ufl.edu/</a> Email : <a href="mailto:charris@jou.ufl.edu">charris@jou.ufl.edu</a> Fax : 1-352-846-2484 Charles Harris	N	0
21	Universty of Miami P.O. Box 249127 Miami, Florida 33124 Phone : (305)284-6632 Url : o <a href="https://com.miami.edu/career-connection/career-postings/">https://com.miami.edu/career-connection/career-postings/</a> Audrey Carballo Manual Posting	N	0
22	Unknown (source not adequately identified upon inquiry by SEU)	N	7
23	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>28</b>

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## EEO PUBLIC FILE REPORT

October 1, 2024 - September 30, 2025

### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/27/2025	Participation in events or programs sponsored by educational institutions	On February 27, 2025, our SEU visited Dillard High School in Fort Lauderdale to connect with students from the Commercial Music Club. The visit was designed to inspire and educate aspiring musicians and media professionals. The On-Air Talent shared her journey in on-air broadcasting and programming for her nightly show alongside our Promotions Coordinator. She offered students a behind-the-scenes look at the radio industry and provided practical advice on how to break into the music business.	2	On-Air Talent Promotions Coordinator
2	3/8/2025	Participation in events or programs sponsored by educational institutions	On March 8, 2025, our SEU from 105.9 The Beat participated in the Miami Black College Expo as a guest speaker. She shared her journey in radio, highlighting the importance of resilience, creativity, and authenticity.  Our SEU held a Q&A session with students, answering questions about starting a career in media, overcoming challenges as a woman of color, and how radio is evolving in the digital age. Her honest and uplifting advice inspired students and sparked meaningful conversations.  The event was a strong reminder of how representation and mentorship can empower the next generation of media professionals.	2	On-Air Talent Promotions Event Support

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3	6/19/2025	Participation in events sponsored by organizations representing the community	On June 19, 2025, our SEU proudly participated in Teen Night @iHeart Studios. Students from across the community came together to explore the dynamic world of radio broadcasting through an immersive, hands-on experience. Participants received a behind-the-scenes view of our broadcast operation. Engaging conversations with our On-Air Talent and a special appearance by Grammy Award-winning producer Echo Slim offered attendees valuable insights into the art and business of radio. The studio featured interactive sessions, and a Q&A was held at the end. Students were not just spectators—they became participants, learning about sound production and storytelling, and even stepping up to the mic to express their voices. Teen Night was a powerful reminder of what happens when passion meets opportunity—and how collaboration can spark inspiration in the next generation of creators interested in the broadcasting industry.	1	On-Air Talent
4	7/1/2025	Establishment of a mentoring program	Beginning July 1, 2025, our SEU hosted a student intern through a partnership with Somerset Academy. The intern worked closely with the Automotive Sales Team and was supervised by the Vice President of Automotive Sales Business Development and Partnership, Market Director, and Senior Account Executive. Her responsibilities included learning media sales fundamentals, radio and digital advertising, campaign execution, CRM systems, and Google Analytics. The internship concluded with a final automotive presentation. This hands-on experience provided the intern with a foundational understanding of broadcasting industry skills and cross-functional collaboration.	3	Market President Vice President of Automotive Sales Senior Account Executive

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5	7/9/2025	Participation in events or programs sponsored by educational institutions	<p>On July 9, 2025, our SEU proudly recognized three outstanding students from the Sharing is Caring @ Turner Tech High School after a chance encounter at a college expo. Inspired by their enthusiasm for media and production, Our On-Air Talent challenged them to stay focused for two weeks in exchange for a station visit. The students exceeded expectations, continuing their community service and deepening their interest in radio.</p> <p>As a reward, each student received a \$500 scholarship—totaling \$1,500—and a behind-the-scenes tour of the station, station information, and participated in a Q&amp;A session which offered firsthand exposure to the broadcasting industry. This initiative reflects our commitment to nurturing future media professionals and supporting youth engagement in our community.</p>	1	On-Air Talent
6	7/25/2025	Participation in scholarship programs	On July 25, 2025, our SEU proudly participated in the Scholarship Plug Scholarship Program Zumba Fundraiser, which awarded \$2,500 scholarships to two local students pursuing careers in broadcasting. Our SEU supported the initiative by promoting the scholarship opportunity both on-air and online, reviewing student applications, and contributing funds to the program. This effort reflects our commitment to fostering new talent and investing in the future of the broadcasting industry.	2	Market President On-Air Talent