

**WEBZ, WFLF-FM, WFSY, WPAP**  
**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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**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>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	2/19/2025	Sponsorship of events in the community designed to increase public awareness	<p>On February 19, 2025, our SEU hosted and co-sponsored an all-day Leadership Bay event in partnership with the Bay County Chamber of Commerce. The purpose of the event was to help participants understand the importance of the media communications industry, explore challenges and opportunities within the sector both locally and nationally, and gain insight into various facets of media.</p> <p>The day featured a keynote presentation by our Senior Vice President of Sales, who discussed the Radio and Audio industry, shared his personal career journey, and outlined his current responsibilities at iHeartMedia. He also highlighted the wide range of roles available in broadcasting and the skills necessary to succeed in the field. Attendees gained valuable insights into the media landscape and were encouraged to explore careers in radio and audio communications.</p>	1	SVP of Sales

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2	3/8/2025	Co Sponsoring Job Fair	<p>On March 8, 2025, the SEU participated as a partner and co-sponsor of the 38th Annual Bay County Job Fair. In preparation for the event, the SEU promoted the job fair on-air across five stations and assisted in recruiting additional employers to participate.</p> <p>The event included a dedicated Veteran VIP hour, which welcomed 99 veterans and 11 spouses, offering targeted networking and employment resources. The SEU was represented by the Senior Vice President of Sales and an Outside Account Executive, who engaged with attendees to share information about careers at iHeartMedia and general opportunities in the broadcasting industry. Station materials were distributed, and a QR code linking directly to the iHeartMedia careers website was provided to help attendees explore current employment opportunities.</p>	2	SVP of Sales Outside Account Executive