

WFXJ, WJBT, WKSL, WPLA, WQIK-FM, WSOL-FM
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 - Bilingual (Spanish)	1-16	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida Phone : 386-481-2143 Email : bonnerd@cookman.edu Davita Bonner	N	0
2	Employee Referral	N	1
3	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : 904-829-6481 Email : careerservices@flagler.edu Career Services	N	0
4	Florida A&M 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Email : delores.dean@famuc.edu Delores Dean	N	0
5	Florida State College of Jacksonville 101 State Street Building B-100 Jacksonville, Florida 32202 Phone : 904-633-8492 Email : kameyer@fscj.edu Career Services	N	0
6	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
7	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
8	Indeed.com - Not directly contacted by SEU	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
9	Jacksonville University 2800 N. University Blvd. Jacksonville, Florida 32211 Phone : 904-256-7054 Email : careers@ju.edu Barbara Vick	N	0
10	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	2
11	N.A.A.C.P. 1725 Oakhurst Ave. Jacksonville, Florida 32208 Phone : 904-764-7578 Email : jaxnaacp@comcast.net Isaiah Rumlin	N	0
12	The Arc Jacksonville 1 UNF Drive Jacksonville, Florida 32224 Phone : 904.355.0155 x 420 Url : http://www.arcjacksonville.org/ Email : shamilton@arcjacksonville.org Susan Hamilton	N	0
13	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : http://www.jou.ufl.edu/ Email : kgraham@jou.ufl.edu Fax : 1-352-846-2484 Katrice Graham	N	0
14	Unknown (source not adequately identified upon inquiry by SEU)	N	1
15	Walk in/Self-Referral Source	N	1

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16	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:			7

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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	11/17/2024	Participation in events sponsored by organizations representing the community	On November 17, 2024, our Vice President of Sales and our Outside Account Executive served as a speaker at the Jacksonville Black Chamber of Commerce in Jacksonville, FL. on 11/17/2023. They addressed their career paths in broadcasting, how to break into the broadcast industry, requirements for a career in broadcasting, and handed out station information.	1	VP of Sales Outside Account Executive
2	4/1/2025	Establishment of a mentoring program	From April 1 to August 2025, the SEU's Program Director mentored a Part Time Promotions Assistant in Jacksonville, Florida. During this period, the Program Director provided weekly in-person guidance focused on on-air announcing and technical operations using Nexgen and Sound Plus systems. The mentee demonstrated exceptional growth in radio automation and station promotions. As a result of his development, he was promoted to the Nightly News Shift on WPLA-FM, where he now oversees on-air announcing, social media strategy for his shift, and promotional operations.	2	Program Director Promotions Assistant/On-Air Announcer
3	4/8/2025	Participation in events or programs sponsored by educational institutions	On April 8, 2025, WJBT-FM and WKSL -FM's Station Employment Unit (SEU) welcomed high school students from Kipp Charter School for an engaging and educational station tour. The DJ/Announcer, also known as DJ Wiz-Kid, offered a behind-the-scenes look at broadcast operations and hosted his live show with the students present, providing them with firsthand experience of on-air production. Additionally, he, along with the SEU's Metro President and On-Air Talent, facilitated a question-and-answer session focused on careers in radio and broadcasting, sharing insights into employment opportunities within the industry. Informational materials about iHeartMedia and its career pathways were distributed to all attendees.	3	DJ/Announcer Metro President On-Air Talent

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4	5/16/2025	Participation in events sponsored by organizations representing the community	On May 16, 2025, our Division Vice President of Multicultural Sales participated as a speaker at the First Coast Hispanic Chamber of Commerce's Achieving the Dream Scholarship event in Jacksonville, Florida. During the event, he shared insights into his professional journey in broadcasting, discussed how individuals can enter the broadcast industry, and outlined the educational requirements for pursuing a career in media. Additional SEU representatives in attendance included our Metro President, Vice President of Sales, and Outside Account Executive.	4	Division Vice President of Multicultural Sales Metro President VP of Sales Outside Account Executive
5	7/14/2025	Participation in events sponsored by organizations representing the community	On July 14, 2025, our SEU hosted students from Westside Middle School for an engaging, behind-the-scenes tour of our broadcast facilities. During the visit, students had the opportunity to shadow our On-Air Talent and observe a typical workday, gaining valuable insight into radio operations. The Promotions Manager and Program Director spoke with the students about careers in broadcasting, as well as internship and employment opportunities available at iHeartMedia. Station materials were provided to support their learning. The visit concluded with a Q&A session, allowing students to ask questions and further explore their interest in the broadcasting industry.	4	On-Air Talent Promotions Director On-Air Talent Promotions Director

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6	7/25/2025	Participation in events sponsored by organizations representing the community	<p>On July 25, 2025, our SEU's WSOL-FM's On-Air Talent participated as a host, speaker, and coach at the I'm A Star Foundation's Celebrity Basketball Classic, an initiative supporting homeless students in Duval County. As part of the event, WSOL-FM collaborated with the foundation to provide students with an educational station tour. The On-Air Talent and Market President offered a behind-the-scenes look at broadcast operations, including a live show hosted with students present.</p> <p>During the visit, the On-Air Talent facilitated a Q&A session focused on careers in radio and broadcasting, sharing insights into employment opportunities within the industry. Informational materials about iHeartMedia and its career pathways were distributed to all attendees.</p>	2	On-Air Talent Market President
7	8/28/2025	Participation in events sponsored by organizations representing the community	<p>On August 28, 2025, our SEU's On-Air Personality and Vice President of Sales were honored at the Ken Knight Annual Black Media Award Ceremony in Jacksonville, Florida. The Ken Knight Awards celebrates Black excellence in media and recognize professionals who have made significant contributions to the industry and their communities. During the ceremony, our On-Air Talent served as a speaker, sharing his personal career journey in broadcasting. He discussed how to break into the industry, the educational and professional requirements for a successful career in broadcasting and offered insights to inspire future media professionals.</p>	1	On-Air Talent Vice President of Sales

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8	9/23/2025	Participation in events or programs sponsored by educational institutions	On September 23, 2025, our SEU hosted high school students from the North Florida School of Special Education for an immersive and educational station tour. The visit was guided by our Program Director, On-Air Talents, Marketing Director, and Vice President of Programming, who introduced students to the inner workings and behind-the-scenes of our broadcast operations. Students experienced live on-air production and participated in a Q&A session centered on careers in radio and broadcasting. Our team shared valuable insights into employment opportunities within the industry, and informational materials about iHeartMedia and its career pathways were provided to all attendees.	4	VP of Programming Program Director On-Air Talent On-Air Talent