

**WAVW, WBZT, WCZR, WJNO, WKGR, WLDI, WOLL, WQOL, WRLX, WZTA,  
WZZR****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")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|---------------------------|--|-------------------------------|
| Outside Account Executive | 1, 3-13, 15-16   | 10                            |
| Promotions Director       | 1-16   | 2                             |
| Account Executive         | 1, 3-13, 15-16   | 8                             |

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

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

| <b>RS<br/>Number</b> | <b>RS Information</b>   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|---|--|---|
| 1                    | Bethune Cookman College<br>640 Dr Mary McLeod Bethune Blvd<br>Daytona Beach, Florida 32114<br>Phone : 386-481-2000<br>Email : bonnerd@cookman.edu<br>Davita Bonner  | N  | 0   |
| 2                    | Employee Referral   | N  | 2   |
| 3                    | Florida A&M University<br>100 Student Union Plaza<br>Tallahassee, Florida 32307<br>Phone : 850-599-3044<br>Joan Sweet<br>Manual Posting   | N  | 0   |
| 4                    | Florida Association of Broadcasters<br>800 N. Calhoun St<br>Tallahassee, Florida 32303<br>Phone : 850-681-6444<br>Email : lvarn@fab.org<br>Lindsey Varn   | N  | 0   |
| 5                    | Florida Atlantic University<br>777 Glades Rd Bldg SU Room 220<br>Boca Raton, Florida 33431<br>Phone : 561-297-3533<br>Traci Ackerman<br>Manual Posting  | N  | 0   |
| 6                    | Florida State University<br>A4100 University Center<br>Tallahassee, Florida<br>Phone : 850-644-6431<br>Email : reception@admin.fsu.edu<br>Sean Collins  | N  | 0   |
| 7                    | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a><br>Talent Acquisition Coordinator<br>Manual Posting | N  | 0   |

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|----------------------|---|--|---|
| 8                    | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting   | N  | 1   |
| 9                    | Indian River State College<br>3209 Virginia Avenue<br>Ft Pierce, Florida 34951<br>Phone : 772-462-7467<br>Url : <a href="http://irsc.edu">irsc.edu</a><br>Email : <a href="mailto:careerservices@irsc.edu">careerservices@irsc.edu</a><br>Career Services                                   | N  | 0   |
| 10                   | LinkedIn – automatically posted from<br>iHeartMediaCareers.com<br>1000 W Maude Ave<br>Sunnyvale, California 94085<br>Phone : 650-687-3600<br>Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a><br>Career Services<br>Manual Posting | N  | 4   |
| 11                   | Lynn University<br>3601 North Military Trail<br>Boca Raton, Florida 33431<br>Phone : 561-237-7000<br>Email : <a href="mailto:careerconnections@lynn.edu">careerconnections@lynn.edu</a><br>Cameron Gill   | Y  | 0   |
| 12                   | The University of Central Florida<br>PO Box 160165<br>Orlando, Florida 32816<br>Phone : 407-823-2361<br>Email : <a href="mailto:career@mail.ucf.edu">career@mail.ucf.edu</a><br>Valdo Ramdial   | N  | 0   |
| 13                   | The University of Florida<br>PO Box 118400<br>Gainesville, Florida 32611<br>Phone : 352-392-0466<br>Email : <a href="mailto:KGraham@jou.ufl.edu">KGraham@jou.ufl.edu</a><br>Katrice Graham  | N  | 0   |

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

| <b>RS<br/>Number</b>                           | <b>RS Information</b>   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|---|--|---|
| 14   | Unknown (source not adequately identified upon inquiry by SEU)  | N  | 1   |
| 15   | Urban League of Palm Beach<br>1700 N Australian Avenue<br>West Palm Beach, Florida<br>Phone : 561-833-1461<br>Email : henfuse@aol.com<br>Henry Fuse   | N  | 0   |
| 16   | www.mediagignow.com<br>625 West Adams St. Suite 20-110<br>Chicago, Illinois 60661<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>8</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 | 11/7/2024   | Participation in events sponsored by organizations representing the community | On November 7, 2024, our SEU hosted Leadership Grow which is sponsored by Leadership Palm Beach. Our Market President and Vice President of Programming spoke to high school students and community members about their roles at iHeart Media and about career opportunities in broadcasting specifically within iHeart Media. They also handed out station information, provided a “behind the scenes tour” of our broadcast operations, and held a Q&A for the participants.                         | 2                                   | Market President<br>VP of Programming                                    |
| 2 | 5/13/2025   | Participation in events sponsored by organizations representing the community | On May 13, 2025, our SEU hosted the Leadership Delray group which is sponsored by the Delray Chamber of Commerce. Our Market President, Senior Vice President of Programming, and our On-Air Talents spoke to the community members about their roles at iHeart Media and about career opportunities in broadcasting specifically within iHeart Media. They also handed out station information, provided a “behind the scenes tour” of our broadcast operations, and held a Q&A for the participants. | 4                                   | Market President<br>SVP of Programming<br>On-Air Talent<br>On-Air Talent |

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|---|-------------|--|--|-------------------------------------|--|
| 3 | 6/30/2025   | Establishment of a mentoring program                   | From June 30 through July 31, 2025, our SEU's Senior Vice President of Programming mentored the Promotion Events Support in station promotions through a bi-weekly shadowing program. The mentorship focused on enhancing the Assistant's understanding of day-to-day Promotions responsibilities and fostering career development. Training included instruction on processing contest winners using Promo Suite, creating digital designs for station vehicles, collaborating with on-air talent to build successful promotional campaigns, developing partnership strategies, and executing sales activations. The program also emphasized the importance of cross-departmental collaboration, particularly between Sales and Programming, and was designed to maximize the part-time employee's potential for growth within the broadcasting industry. | 2                                   | Promotion Events Support<br>SVP of Programming |
| 4 | 8/18/2025   | Establishment of a mentoring program                   | Between August 18 and September 14, 2025, the SEU's Senior Vice President of Programming mentored our Promotion Events Support in on-air programming and operations across various music and talk formats. The mentorship consisted of bi-weekly shadowing sessions focused on running live broadcasts from the station's main studio, monitoring and censoring content for obscenity and indecency, and utilizing the NexGen automation system. Training also began on the new Sound+ automation system. Additionally, our Promotions Events Support received instruction on importing commercial audio using PPO and Ad+Dub software. The program emphasized career development beyond the assistant's current role and provided exposure to day-to-day programming responsibilities, as well as collaboration with Sales and Promotions departments.    | 2                                   | SVP of Programming<br>Promotion Events Support |