

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WOLZ, WWCD, WZJZ**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 Sales Account Executive	1-9, 11, 14-17, 19	3
Outside Account Executive	1-2, 4-19	18
Outside Sales Account Executive	1-2, 4-9, 11, 14-17, 19	11

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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	Bethune Cookman College Career Planning 640 Dr. Mary McLeod Bethune Rd Boytona Beach, Florida 32114 Phone : 386-481-2143 Url : www.bethune.cookman.edu Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
2	Career Source Southwest Florida Naples Jobs 4150 Ford Street Extension Ft Myers, Florida 33916 Phone : 239.931.8200 x.1220 Email : bbarger@careersourcesouthwestflorida.com Beth Barger	N	0
3	Employee Referral	N	1
4	Florida A&M University Placement Office P.O. Box 14 Tallahassee, Florida 32073 Phone : 850-599-3496 Email : careercenter@famu.edu Christopher Anderson	N	0
5	Florida Association of Broadcasters Job Bank 201 S. Monroe Street Tallahassee, Florida 32301 Phone : 850-825-5322 Url : www.fab.org Email : intern@fab.org Lindsay Varn	N	0
6	Florida Gulf Coast University Career Development Services 10501 FGCU Blvd Ft. Myers, Florida 33965 Phone : 239-590-7833 Url : studentservices.fgcu.edu/careers Email : aparke@fgcu.edu Amanda Parke	N	0
7	Florida Southwestern College Career Placement Center P.O. Box 06210 Ft. Myers, Florida 33906 Phone : 941-637-5693 Email : pschollard@fsw.edu Paul Schollard	N	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
8	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
9	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
10	Indeed.com - Not directly contacted by SEU	N	1
11	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	4
12	Non-Employee Referral	N	1
13	On-Air Announcement (One or More SEU Stations)	N	1
14	Southern Technical College Placement Office 1685 Medical Lane, Suite 200 Ft. Myers, Florida 33907 Phone : 239-939-4766x226 Email : cacevedo@southernstech.edu Christy Acevedo	N	0
15	SW Florida Hispanic Chamber of Commerce Career Placement Center 3343 Palm Beach Blvd Ft. Myers, Florida 33916 Phone : 239-418-1441 Email : hispanicchamberflorida@gmail.com Veronica Culbertson	N	0

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16	University of Central Florida Career Resource Center Adm. Building, Room 124 Orlando, Florida 32816 Phone : 407-823-3368 Email : career@mail.ucf.edu Fax : 1-407-823-5909 Genesis Rawls	N	0
17	University of Florida College of Journalism & Communication 1080 Weimer Hall / P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-392-0466 Email : KGraham@jou.ufl.edu Fax : 1-352-845-2484 Katrice Graham	N	0
18	Unknown (source not adequately identified upon inquiry by SEU)	N	1
19	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:			10

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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	1/29/2025	Participation in events sponsored by organizations representing the community	On January 29, 2025, our SEU hosted high school-aged students from the Home School Moms group in Ft. Myers for a behind-the-scenes tour of our broadcast facilities. The visit was led by our Senior Vice President and included shadowing opportunities with our On-Air Talents, as well as educational sessions on sales, promotions, and radio operations. Our Program Director and our On-Air Talents spoke with students about careers in broadcasting, internship and employment opportunities at iHeartMedia, and provided informational station materials. The event concluded with a Q&A session, allowing students to engage directly with staff and gain deeper insight into the broadcasting industry.	3	Program Director On-Air Talent On-Air Talent
2	5/8/2025	Participation in events sponsored by organizations representing the community	On May 8, 2025, our SEU hosted Charlotte County Chamber of Commerce's Leadership Charlotte Class of 2025 for a station tour with our SEU's Vice President of Sales and Outside Account Executive. They spoke with them on the landscape of broadcast radio and digital products; we explained to them the opportunities for employment within iHeart and ended it with a station tour.	2	VP of Sales Outside Account Executive

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3	7/1/2025	Establishment of a mentoring program	<p>Between July 1 and September 25, 2025, the Senior Vice President of Programming at iHeartMedia mentored a Promotion Events Support member in the Ft. Myers/Punta Gorda market who had been with the team for about 18 months and recently expressed interest in becoming an on-air host.</p> <p>Through structured mentorship, she shadowed both the Program Director and the SVP of Programming, gaining hands-on experience by observing live broadcasts, participating in station operations, and learning best practices for on-air performance.</p> <p>A pivotal moment in her development came during a recorded Teams meeting on September 11, where she received direct feedback on her delivery, pacing, and presence, along with actionable strategies to improve her confidence and effectiveness.</p> <p>As a result of her growth and dedication, she has begun performing fill-in air shifts on WCVU-FM in Punta Gorda and is now taking on more regular on-air responsibilities.</p>	3	SVP of Programming Program Director Promotion Events Support
4	9/11/2025	Participation in events sponsored by organizations representing the community	<p>On September 11, 2025, our SEU participated in an event hosted by the Above Board Chamber of Florida titled "How to Get Discovered by the Media." Our Account Executive served as a panelist and spoke about her career path and current role at iHeartMedia. She addressed topics including broadcast radio, digital media, and career opportunities available in broadcasting and at iHM. Following the panel discussion and Q&A session, she engaged with attendees, answered individual questions, and distributed promotional swag and station information.</p>	1	Account Executive

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5	9/30/2025	Provision of training to management	On September 30, 2025, our SEU's Program Director took the Becoming Conscious of Unconscious Bias training course provided by iHeartMedia Learning Center. The course explores how subtle, unintentional biases can impact workplace culture and provides tools to recognize and address them.	1	Program Director