WEBZ, WFLF-FM, WFSY, WPAP
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

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.		

WEBZ, WFLF-FM, WFSY, WPAP
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

WEBZ, WFLF-FM, WFSY, WPAP
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/7/2026	Co Sponsoring Job Fair	On March 7, 2025, iHeartMedia participated as a partner and co-sponsor of the 39th Annual Bay County Job Fair. The event included a dedicated Veteran VIP hour that provided networking opportunities for veterans and military spouses. Our Senior Vice President of Sales and an Outside Account Executive staffed our booth, spoke with attendees about career opportunities in broadcasting and media, and directed interested candidates to the iHeartMedia Careers website through an on-site QR code. In support of the event, iHeartMedia promoted the job fair by airing more than 50 public service announcements across its five Panama City radio stations prior to the event. The company also assisted organizers by recruiting additional employer participants through outreach efforts and existing business relationships. Through its sponsorship, promotion, and active participation, iHeartMedia helped increase community awareness of employment opportunities while encouraging individuals to explore careers in broadcasting and related fields.	2	SVP of Sales Outside Account Executive

WEBZ, WFLF-FM, WFSY, WPAP
EEO PUBLIC FILE REPORT
October 1, 2025 - September 30, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	3/25/2026	Participation in events sponsored by organizations representing the community	On March 25, 2026, the SEU's Senior Vice President of Sales served as a speaker at the Bay County Chamber of Commerce Leadership Bay Media Day. During his presentation, he discussed his career path, his role at iHeartMedia, and the wide range of career opportunities available in broadcasting, media, and the radio and audio industry. Participants learned about the importance of the media and communications industry within Bay County, as well as the challenges and opportunities facing the industry both locally and nationwide. The presentation also highlighted the many facets of the media business. Attendees gained insight into how the radio and audio industry serves local communities and businesses while evolving to meet changing consumer and technology trends. The session concluded with a Q&A providing participants with an opportunity to engage directly with the speaker, learn more about careers in broadcasting, and gain a deeper understanding of the skills and experiences needed to succeed in the industry.	1	SVP of Sales