

WAVW, WBZT, WCZR, WJNO, WKGR, WLDI, WOLL, WQOL, WRLX, WZTA,
WZZR

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
Vice President, Sales	1-5, 7-16	14
Account Executive	1-16	10

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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 640 Dr Mary McLeod Bethune Blvd Daytona Beach, Florida 32114 Phone : 386-481-2000 Email : bonnerd@cookman.edu Davita Bonner	N	0
2	Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-3044 Joan Sweet Manual Posting	N	0
3	Florida Association of Broadcasters 800 N. Calhoun St Tallahassee, Florida 32303 Phone : 850-681-6444 Email : lvarn@fab.org Lindsey Varn	N	0
4	Florida Atlantic University 777 Glades Rd Bldg SU Room 220 Boca Raton, Florida 33431 Phone : 561-297-3533 Traci Ackerman Manual Posting	N	0
5	Florida State University A4100 University Center Tallahassee, Florida Phone : 850-644-6431 Email : reception@admin.fsu.edu Sean Collins	N	0
6	Hispanic Human Resources Council 1427 S Congress Avenue West Palm Beach, Florida 33406 Phone : 561-641-7400 Fax : 1-561-964-9483 Judy Pierman	N	0

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7	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
8	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	0
9	Indian River State College 3209 Virginia Avenue Ft Pierce, Florida 34951 Phone : 772-462-7467 Url : irsc.edu Email : careerservices@irsc.edu Career Services	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	5
11	Lynn University 3601North Military Trail Boca Raton, Florida 33431 Phone : 561-237-7000 Email : careerconnections@lynn.edu Cameron Gill Prong 2 Ended Date: 1/8/2026	N	0

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12	The University of Central Florida PO Box 160165 Orlando, Florida 32816 Phone : 407-823-2361 Email : career@mail.ucf.edu Valdo Ramdial	N	0
13	The University of Florida PO Box 118400 Gainesville, Florida 32611 Phone : 352-392-0466 Email : KGraham@jou.ufl.edu Katrice Graham	N	0
14	Unknown (source not adequately identified upon inquiry by SEU)	N	2
15	Urban League of Palm Beach 1700 N Australian Avenue West Palm Beach, Florida Phone : 561-833-1461 Email : henfuse@aol.com Henry Fuse	N	0
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	4/14/2026	Participation in events sponsored by organizations representing the community	On April 14, 2026, the SEU's Market President, Senior Vice President of Programming, and our On-Air Talent participated in an event sponsored by Leadership Delray Media Day, a program offered by the Delray Chamber of Commerce. The program is designed to familiarize local business professionals with area industries and potential career opportunities. Participants received a behind-the-scenes station tour and overview of our broadcast operations, learned about careers in radio and media, and received station materials. The visit concluded with a Q&A session, allowing the participants to engage directly and learn more about the industry.	3	Market President SVP of Programming On-Air Talent

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2	8/3/2026	Establishment of a mentoring program	From August 3 through September 1, 2026, the SEU's Senior Vice President of Programming mentored a part-time employee, through a structured career development program. The mentorship provided hands-on training in broadcast programming, promotions, and event operations, including audio production for music and talk formats, live broadcast operations, content monitoring and compliance, use of NexGen and Sound+ automation systems, commercial audio import procedures, contest administration using PromoSuite, promotional campaign development, partnership strategy, sales activations, and coordination with on-air talent. The mentee also received instructions in live event and stage production, including venue preparation, artist support, equipment setup, and live sound operations. The program included weekly one-on-one guidance, job shadowing, assigned training, and practical experience designed to broaden the participant's understanding of programming, promotions, sales collaboration, and overall broadcast operations while supporting long-term career development.	2	SVP of Programming Promotions Events Support
3	9/16/2026	Participation in events sponsored by organizations representing the community	On September 16, 2026, our SEU participated in an event sponsored by Business After Hours / Chamber of Commerce of Palm Beaches. Our Market President and Account Executive spoke to community members about iHeartMedia Careers and discussed employment opportunities in broadcasting generally, handed out station information, etc.	2	Market President Account Executive