

WBGG-FM, WHYI-FM, WINZ, WIOD, WMIA-FM, WMIB, WZTU, WXBN-AM
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
On-Air Talent	9	9
Outside Account Executive- Sales	2-8, 10-13, 15-17, 19-22, 24-25, 27-33	33
Sports Account Executive	2-7, 10, 12, 15-16, 18, 20-23, 25, 27-33	16
Multi-Market Account Executive	1-7, 10-12, 14-16, 19-23, 25-32	20
Multi-Market Account Executive	1-7, 10-12, 14-16, 19-23, 25-32	20
News Talk Account Executive	1-7, 10, 12, 14-16, 19-22, 25, 27-30, 32	14

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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	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
2	Broward Community College 1000 Coconut Creek Blvd Bldg 46/ room 238 Coconut Creek, Florida 33066 Phone : (954)201-2282 Url : www.broward.edu Email : jobsearch@broward.edu Career Services	N	0
3	Broward Workforce One 7550 Davie Road Extension Hollywood, Florida 33024 Phone : (954)967-1010x138 Url : www.wflbroward.com/ Email : jobs@careersourcebroward.com Jeff Epps	N	0
4	Connecticut School of Broadcasting 3450 northlake Boulevard Palm Beach Gdns, Florida 33403 Phone : (561)847-4126 Url : www.gocsb.com Email : info@gocsb.com Fax : 1-561-847-4130 Stacey Skinner	N	0
5	Connecticut School of Broadcasting-Doral 8600 NW 36 Street, Suite 100, Miami, FL 33166 Miami, Florida 33166 Phone : 305-592-7133 Email : elynn@gocsb.com Erica Lynn	N	0
6	Direct Employers Association 7602 Woodland Drive, Suite 200 Suite 200 Indianapolis, Indiana 46278 Phone : 866-268-6206 Fax : 1-317-874-9100 Career Services	N	0

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7	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-3486 Email : info@emmabowenfoundation.org Career Services	N	0
8	Employment Agency - Not directly contacted by SEU	N	1
9	Exigent Circumstances	N	1
10	Florida State University Career Center University Center 4th level Tallahassee, Florida 32306 Phone : (850) 644-6431 Url : http://www.fsu.edu Email : reception@admin.fsu.edu Michele Burney	N	0
11	Former Intern	N	2
12	Hampton University 2 Frissell Ave. Hampton, Virginia 23669 Phone : (757)727-5331 Email : careercenter@hamptonu.edu Bessie Willis	Y	0
13	iHeart Radio App	N	1
14	iHeartMedia Recruiter	N	3
15	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
16	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	3
17	iHM Human Capital Acquisition	N	1

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18	Internet Ad - Not directly contacted by SEU	N	1
19	Lindsey Hopkins Technical College 750 NW 20th Street A-120 Miami, Florida 33127 Phone : (305)324-6070 Ext 7044 Email : mdescartes@dadeschools.net Maggie Descartes	N	0
20	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	18
21	Miami Dade College 627 SW 27th Avenue Room 1112 Miami, Florida 33135 Phone : (305)237-6247 Url : www.mdc.edu Email : jorge.hernandez2@mdc.edu Jorge Hernandez	N	0
22	New Birth Employment Services 13242 N.W. 7th Avenue Miami, Florida 33168 Phone : (305)769-1100 Ext 232 Email : mfreeman@nbbcmiami.org Marietta Freeman	N	0
23	Non-Employee Referral	N	2
24	On-Air Announcement (One or More SEU Stations)	N	2
25	Pennsylvania State University 208D Carnegie Building University Park, Pennsylvania 16802-5101 Phone : (814) 863-4674 Url : http://nittanylioncareers.psu.edu/ Email : RPM163@psu.edu Bob Martin	Y	0
26	Re-hire (former full-time employee)	N	1

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27	SAE Institute of Technology-Miami 16051 West Dixie Highway Suite 200 North Miami Beach, Florida 33160 Phone : 305-944-7494 Email : a.delfani@sae.edu A Delfani	N	0
28	University of Florida 3104 Weimer Hall PO Box 118405 Gainesville, Florida 32611-8405 Phone : 352-392-0771x1158 Email : rgork@wruf.com Renee Gork	N	0
29	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : http://www.jou.ufl.edu/ Email : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0
30	Universty of Miami P.O. Box 249127 Miami, Florida 33124 Phone : (305)284-6632 Url : o https://com.miami.edu/career-connection/career-postings/ Audrey Carballo Manual Posting	N	0
31	Unknown (source not adequately identified upon inquiry by SEU)	N	6
32	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
33	ZipRecruiter - Not directly contacted by SEU	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			45

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/17/2025	Participation in events or programs sponsored by educational institutions	On October 17, 2025, 103.5 The Beat participated in an educational outreach event at Miami Media School. Our On-air personality met with students to discuss careers in broadcasting, audio production, and digital media. Students had the opportunity to engage with industry professionals, learn about career pathways in media, and gain insight into the skills required for success in the communications field. Our board operator also got the chance to meet with the students. He supported youth development and reinforced the station's commitment to community engagement and education.	2	On-Air Talent Board Operator
2	11/18/2025	Participation in events or programs sponsored by educational institutions	On November 18, 2025, a group of 17 young women from Boyd Anderson High and McArthur High visited our station for a behind-the-scenes look at the exciting world of radio broadcasting. During their visit, the group learned about the many career opportunities available on the radio and media. They also had the opportunity to hear from our Program Director for 103.5 The Beat, who joined via Microsoft Teams and shared valuable insights about radio programming, content strategy, and her career journey in broadcasting. The experience continued with a tour and in the studio, where our On-Air Talent gave the group an inside look at what happens behind the microphone and behind the scenes during a live broadcast. Participants gained firsthand knowledge of studio operations, on-air talent responsibilities, and the teamwork that brings radio programming to life each day.	2	On-Air Talent Program Director

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3	1/28/2026	Participation in events or programs sponsored by educational institutions	On January 28, 2026, iHeartMedia Miami hosted students from Boyd H. Anderson High School from Lauderdale Lakes, Florida, for a hands-on media and broadcasting workshop. Participants learned about careers in radio and media, tested professional broadcast equipment, practiced on-air speaking techniques, and were introduced to audio editing and production. The event provided exposure to broadcasting, content creation, and audio production careers while allowing students to interact directly with industry professionals.	1	On-Air Talent
4	3/11/2026	Sponsorship of events in the community designed to increase public awareness	On March 11, 2026, our SEU hosted International Women's Day event focused on leadership, networking, panelist discussions, career development, and opportunities in broadcasting. Attendees participated in a discussion led by Market President who shared insights on her career path, her role at iHeart Media, leadership experiences, and the evolving role of women in the media industry. Following the presentation, attendees received a behind-the-scenes tour of the iHeartMedia studios, where they learned about various career opportunities in programming, production, sales, promotions, and on-air broadcasting. The event concluded with participants being interviewed on-air by iHeartMedia On-Air Talents, providing a firsthand look at live radio operations and talent responsibilities. The visit concluded with a Q&A session, allowing the participants to engage directly and learn more about the industry.	3	On-Air Talent On-Air Talent Market President

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5	3/17/2026	Sponsorship of events in the community designed to increase public awareness	On March 17, 2026, iHeartMedia hosted a Women in Radio event designed to educate and inspire women interested in careers in broadcasting and media. Women from diverse backgrounds and experiences were invited to attend and hear from accomplished female leaders in the industry, including radio personalities, DJs, programming professionals, sales executives, and the Market President. The visit concluded with a Q&A session, allowing the participants to engage directly and learn more about the industry. Participants learned about the wide range of career opportunities available in radio and digital media, gained insight into daily responsibilities and career paths, and engaged in discussions about professional growth, leadership, and overcoming challenges in a traditionally male-dominated industry. The event provided networking opportunities and encouraged attendees to consider careers in broadcasting, media, marketing, promotions, and related fields.	2	On-Air Talent Market President

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6	3/27/2026	Participation in events sponsored by organizations representing the community	On March 27, 2026, our On-Air Talent and DJ/ Announcer hosted Girls Make Beats at the iHeartMedia studios as they are interested in music and broadcasting. They shared their career journey, discussed opportunities in the music and media industries, and performed a live DJ demonstration. Through mentorship and career-focused discussions, attendees gained valuable insight into broadcasting and entertainment professions while being encouraged to pursue their interests, develop confidence, and explore future careers in the media. This educational outreach supported professional development and increased awareness of employment opportunities within the broadcast industry.	2	On-Air Talent DJ/Announcer
7	6/10/2026	Participation in events or programs sponsored by educational institutions	On June 10, 2026, Our On-Air Talent hosted a student from Miami Dade College for a station tour. The experience provided the student with valuable exposure to the broadcasting industry while reinforcing the importance of mentorship, higher education, and career development opportunities in media and communications. This initiative demonstrates our station's commitment to supporting future media professionals and fostering educational advancement within our community.	1	On-Air Talent
8	7/16/2026	Participation in events sponsored by organizations representing the community	On July 16, 2026, iHeartMedia Miami hosted Teen Open Mic. Our On-Air Talent, DJ/Announcer, and Board Operator provided students from across the community with a hands-on opportunity to explore careers in broadcasting and media. Participants received a behind-the-scenes tour of the station and learned about radio operations, including programming, on-air broadcasting, production, and content creation.	3	On-Air Talent DJ/Announcer Board Operator

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9	7/23/2026	Participation in events sponsored by organizations representing the community	On July 23, 2026, iHeartMedia Miami hosted Teen Open Mic. Our On-Air Talent, DJ/Announcer, and Board Operator provided students from across the community with a hands-on opportunity to explore careers in broadcasting and media. Participants received a behind-the-scenes tour of the station and learned about radio operations, including programming, on-air broadcasting, production, and content creation.	3	On-Air Talent DJ/Announcer Board Operator