

**WBTP, WCTQ, WDAE, WDIZ, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WSDV,
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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
Outside Account Executive	1, 3-21, 23	21
On-Air Talent	2	2
On-Air Talent	2	2
Account Executive	1, 3-9, 11, 14-23	22
Account Executive	1, 3-9, 11, 14-23	21

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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
1	Barry University 11300 NE 2nd Avenue Maimi Shores, Florida 33161 Phone : 305-899-4010 Career Development Center Manual Posting	N	0
2	Exigent Circumstances	N	2
3	Flagler College 74 King St. St. Augustine, Florida 32084 Phone : 904-819-6286 Url : www.flagler.edu/careerdevelopment Tara Stevenson Manual Posting	N	0
4	Florida A & M University Career Center 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@famu.edu Melony Washinton	N	0
5	Florida Agricultural and Mechanical University 1601 S Martin Luther King Jr Blvd, Tallahassee, Florida 32310 Phone : 850-599-3700 Shereada Harrell Manual Posting	N	0
6	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : info@fab.org Lindsay Varn	N	0
7	Florida International University 11200 SW 8th St Miami, Florida 33199 Phone : 305-348-2423 Url : www.career.fiu.edu Carmen Carter Manual Posting	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	0
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	0
12	Non-Employee Referral	N	1
13	Ohio/Illinois Center for Broadcasting 9000 Sweet Valley Drive Cleveland, Ohio 44125 Phone : 216-539-7897 Url : www.funjobsonair.com Email : JHardy@beonair.com Janice Hannah-Hardy	N	0
14	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	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
15	St. Thomas University 16401 NW 37th Ave Opa-locka, Florida 33054 Phone : 305-628-6577 Url : www.stu.edu Career Services Manual Posting	N	0
16	University of Central Florida P.O. Box 160165 Orlando, Florida 32816-0165 Phone : (407) 823-2361 Url : http://career.sdes.ucf.edu/about%20career%20service Veena Garib Manual Posting	N	0
17	University of Miami 5225 Ponce De Leon Blvd Coral Gables, Florida 33146 Phone : (305) 284-5451 Christian Garcia Manual Posting	N	0
18	University of South Florida 4202 E. Fowler Avenue Tampa, Florida 33620 Phone : 813-974-2171 Career Services Manual Posting	N	0
19	University of South Florida-St Petersburg 140 7th Avenue South St. Petersburg, Florida 33701 Phone : 727-873-4129 Lesa Shouse Manual Posting	N	0
20	University of Tampa 401 W. Kennedy Blvd Tampa, Florida 33606-1490 Phone : 813-258-7210 Mark Colvenbach Manual Posting	N	0
21	Unknown (source not adequately identified upon inquiry by SEU)	N	4

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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
22	Walk in/Self-Referral Source	N	1
23	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:			9

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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	10/22/2025	Participation in events or programs sponsored by educational institutions	On October 22, 2025, our SEU participated in AD 2 Tampa Bay American Advertising Federation of the University of Southern Florida (AAF USF) Networking Event. Our Vice President of Sales and Outside Account Executive engaged with students and professionals by discussing careers in broadcasting and media, sharing information about internship and employment opportunities at iHeartMedia, distributing station materials, and answering questions about career paths within the industry.	2	Vice President of Sales Outside Account Executive
2	11/20/2025	Participation in events or programs sponsored by educational institutions	On November 20, 2025, the SEU's On-Air Talent/Producer served as a guest speaker at Sumner High School's Great American Teach-In, providing students with exposure to career opportunities in broadcasting and media. During the presentation, he shared his professional journey and discussed the education, skills, and experiences that helped him build a career in the industry and advance to his current role at iHeartMedia. He highlighted the educational requirements, skill development, and career preparation for students interested in pursuing media-related professions. He also highlighted the wide range of opportunities available within the broadcasting industry—on-air roles, production, digital content, promotions, and operational support—encouraging students to explore the many avenues for building a media career. The visit concluded with an interactive question-and-answer session, allowing students to engage directly and gain additional insight into career opportunities and workplace experiences in the media field.	1	On-Air Talent

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3	3/5/2026	Participation in events sponsored by organizations representing the community	On March 5, 2026, our SEU participated in the Junior Achievement BizTown Career Summit. During the event, our Director of Marketing and Promotions and Outside Account Executive engaged students and other attendees by discussing career opportunities in broadcasting and media. They provided information about various roles within the industry, including On-Air Talent, Sales, Marketing and Promotions, and other station operations positions. They highlighted employment opportunities available at iHeartMedia, accepted resumes via email from interested participants, and answered questions regarding career paths, workplace responsibilities, and opportunities for advancement within the media industry.	2	Director of Marketing & Promotions Outside Account Executive

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4	3/13/2026	Participation in events or programs sponsored by educational institutions	On March 13, 2026, our SEU hosted a student from McKeel Academy of Technology for a job shadowing experience. The student, who expressed an interest in pursuing a career in broadcasting, spent approximately six hours observing station operations and learning about various career opportunities within the media industry. Our SEU provided a tour of the office and broadcast studios and discussed the history of radio broadcasting, industry changes, programming strategies, studio protocols, and the equipment used in daily operations. The student also learned about station imaging, music programming, commercial production, and promotional content. Throughout the visit, the student observed a live radio show and had the opportunity to interact with professionals from multiple departments, including sales, programming, promotions, production, and market leadership. These discussions provided insight into the diverse career paths available in broadcasting and the skills, education, and experience associated with success in the industry. SEU participants included our Executive Vice President of Enterprise Sales, Production Director, Sales Support Manager, Director of Marketing and Promotions, and Vice President of Sales.	4	Production Director Executive VP/Enterprise Sales Director of Marketing and Promotions VP of Sales

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5	3/27/2026	Participation in events or programs sponsored by educational institutions	On March 27, 2026, our SEU hosted students from Seminole High School for a behind-the-scenes tour of our broadcast facilities. During the visit, students gained firsthand exposure to radio broadcasting operations by shadowing the WFLZ Morning Show Host and observing aspects of a typical broadcast day. SEU participants, including the WFLZ Morning Show Host, Program Director, Broadcast Producer, and Senior Vice President of Programming, who provided an overview of the various roles available within the broadcasting industry. Students learned about the skills, education, and experience associated with careers in media and broadcasting, as well as internship and employment opportunities at iHeartMedia. The visit concluded with an interactive question-and-answer session, allowing students to engage directly with broadcasting professionals and gain additional insight into career opportunities within the industry.	4	WFLZ Morning Show Host Program Director Broadcast Producer SVP of Programming

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6	4/1/2026	Participation in events or programs sponsored by educational institutions	On April 1, 2026, the SEU's Vice President of Sales and Outside Account Executive served as guest speakers at AMA University of Tampa, providing attendees with insight into career pathways in broadcasting and media. During the session, they shared perspectives on their individual career journeys, describing how they entered the broadcasting industry and the experiences that led to their current roles at iHeartMedia. They offered guidance on educational preparation, skill development, and professional growth for students interested in pursuing media-related careers. In addition, they highlighted the wide range of opportunities available within the broadcasting industry, including AI adaption in Broadcast, on-air roles, marketing positions, promotions, and operational support—inspiring attendees to explore the many career avenues within media and broadcasting.	2	VP of Sales Outside Account Executive

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7	4/6/2026	Participation in events or programs sponsored by educational institutions	On April 6, 2026, the SEU's On-Air Talent served as a guest speaker for the USF Student Production class, providing students with an inside look at career pathways in broadcasting and media. He shared an overview of his professional journey, detailing how he entered the industry and the steps that led to his current role at iHeartMedia. The session included discussion of educational requirements, skill development, and career preparation for students interested in pursuing media-related professions. He also highlighted the wide range of opportunities available within the broadcasting industry—on-air roles, production, digital content, promotions, and operational support—encouraging students to explore the many avenues for building a media career. The visit concluded with an interactive Q&A session, giving students the opportunity to engage directly and ask questions about the industry and gain practical insight into real-world broadcasting environments.	1	On-Air Talent

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	5/28/2026	Participation in events or programs sponsored by educational institutions	On May 28, 2026, the SEU's On-Air Talent delivered the commencement address at Bayside High School. During his remarks, he shared personal experiences from both his youth and adulthood, explaining how his educational background and life experiences influenced his career path in broadcasting and media. He discussed the skills, education, and professional experiences that helped him build a successful career in the industry. He also highlighted the wide range of career opportunities available within broadcasting, including on-air talent and all that it entails, and discussed how different career paths in production, digital content creation, promotions, sales, engineering, and human resources can help individuals build successful careers in the media industry. The presentation exposed graduating students to career opportunities in broadcasting and media while encouraging them to explore opportunities within the communications field. Following the ceremony, the On-Air Talent spoke with students and attendees interested in learning more about careers in broadcasting, providing additional insight into the industry and the various career paths available within media organizations such as iHeartMedia.	1	On-Air Host

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9	5/28/2026	Participation in events or programs sponsored by educational institutions	On May 28, 2026, the SEU's On-Air Talent delivered the commencement address at Bayside High School. During his remarks, he shared personal experiences from both his youth and adulthood, explaining how his educational background and life experiences influenced his career path in broadcasting and media. He discussed the skills, education, and professional experiences that helped him build a successful career in the industry. He also highlighted the wide range of career opportunities available within broadcasting, including on-air talent and all that it entails, and discussed how different career paths in production, digital content creation, promotions, sales, engineering, and human resources can help individuals build successful careers in the media industry. The presentation exposed graduating students to career opportunities in broadcasting and media while encouraging them to explore opportunities within the communications field. Following the ceremony, the On-Air Talent spoke with students and attendees interested in learning more about careers in broadcasting, providing additional insight into the industry and the various career paths available within media organizations such as iHeartMedia.	1	On-Air Talent

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10	8/28/2026	Participation in events or programs sponsored by educational institutions	On August 28, 2026, the SEU's Broadcast Producer/On-Air Talent for station WDAE served as a guest speaker at Union County High School, providing students with an inside look at career pathways in broadcasting and media. During the presentation, he shared his personal career journey, educational background, and current role at iHeartMedia. He discussed the educational requirements, essential skills, and professional development opportunities that can help prepare students for careers in the media industry. The presentation highlighted the wide range of positions available in broadcasting, including on-air talent, production, digital content creation, promotions, programming, and operational support roles. Students were encouraged to explore the many career paths available within the industry. The visit concluded with an interactive Q&A session, allowing students to engage directly with a broadcasting professional and learn more about careers in radio and media.	1	Broadcast Producer/On-Air Talent