

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

**EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019**

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	5	5
Sales/Digital Coordinator	2-3, 6-9, 11, 15-16, 19, 22-24, 26-27	22
Key Account Coordinator	22	22
Outside Account Executive	2-4, 6-9, 11-13, 15, 18-21, 23-27	4
On Air/Creative Services Director - WLDI West Palm	1-4, 6-9, 11-13, 15-17, 19-21, 23-24, 26-27	17
Outside Account Executive	2-4, 6-15, 18-21, 23-24, 26-27	14
Outside Account Executive	2-4, 6-9, 11-13, 15-16, 18-27	22
Sales/Digital Planner	2-3, 6-9, 11-13, 15, 18-21, 23-24, 26-27	18
Morning Show / Station Producer	1-3, 6-9, 11-13, 15, 17, 19-21, 23-24, 26-27	17

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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	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : JDenver@allaccess.com Joel Denver	N	0
2	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
3	DirectEmployers Association, Inc. (<i>assn. distributing job postings to state job banks</i>) 9002 N. Purdue Road, Suite 100 Indianapolis , Indiana Christy Merriman Manual Posting	N	0
4	Employee Referral	N	6
5	Exigent Circumstances	N	1
6	Florida A&M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-3044 Email : joan.sweet@FAMU.edu Joan Sweet	N	0
7	Florida Association of Broadcasters 800 N. Calhoun St Tallahassee, Florida 32303 Phone : 850-681-6444 Email : lvarn@fab.org Lindsey Varn	N	0
8	Florida Atlantic University 777 Glades Rd Bldg SU Room 220 Boca Raton, Florida 33431 Phone : 561-297-3533 Email : Recruit@FAU.edu Traci Ackerman	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
9	Florida State University A4100 University Center Tallahassee, Florida Phone : 850-644-6431 Email : reception@admin.fsu.edu Sean Collins	N	0
10	Glass Door - Not Directly Contacted by SEU	N	1
11	Hispanic Human Resources Council 1427 S Congress Avenue West Palm Beach, Florida 33406 Phone : 561-641-7400 Judy Pierman Manual Posting	Y	0
12	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	3
13	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
14	Indeed.com - Not Directly Contacted by SEU	N	4
15	Indian River State College 3209 Virginia Avenue Ft Pierce, Florida 34951 Phone : 772-462-7467 Url : irsc.edu Email : FJackson@IRSC.edu Flossie Jackson	N	0
16	Internal Posting	N	3
17	Internal Transfer/Promotion	N	2
18	LinkedIn - Not Directly Contacted by SEU	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Lynn University 3601 North Military Trail Boca Raton, Florida 33431 Phone : 561-237-7000 Email : cgill@Lynn.edu Cameron Gill	Y	0
20	MyDamnChannel.com/RAMP 25379 Wayne Mills Place #382 Valencia, California 91355 Phone : 661-294-9408 Kevin Carter Manual Posting	N	0
21	On-Air Announcements (one or more SEU stations) 3071 Continental Drive West Palm Beach, Florida 33407 Phone : 561-616-6671 Lisa Latona Manual Posting	N	0
22	Re-hire	N	3
23	The University of Central Florida PO Box 160165 Orlando, Florida 32816 Phone : 407-823-2361 Email : career@mail.ucf.edu Valdo Ramdial	N	0
24	The University of Florida PO Box 118400 Gainesville, Florida 32611 Phone : 352-392-0466 Email : KGraham@jou.ufl.edu Katrice Graham	N	0
25	Unknown (source not adequately identified upon inquiry by SEU)	N	3
26	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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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	10/21/2018	Establishment of training programs for station personnel	Starting in October of 2018, our SEU's Program Director assigned a seasoned Board Operator to mentor a Promotions Events Support Team Member in the NexGen System Operation. This mentoring program included instruction from regular in-person meetings, mentor/mentee "shadow" days and was focused on maximizing the Promotion Event Support Team Member's career development potential. It covered training with board operation in multiple studios, producing live local broadcasts both in studio and on location as well as morning shows, recording/integrating telephone content, and accountability for live satellite shows/broadcasts.	4	Promotions Tech Regional SVP, Programming Board Operator Programming Director
2	2/7/2019	Participation in Job Fairs	Our SEU participated in the South Florida Mega Job Fair in West Palm Beach. Station participants discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	2	Promotion Events Support Promotion Events Support Sales Manager SVPS
3	3/18/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a group of 10 students from Lighthouse for the Blind- for a tour of station facilities. Students got a "behind-the-scenes" look at broadcast operations, interacted with the Market President as well as staff from sales, promotions, traffic and programming, gaining exposure to broadcast careers in action.	2	On-Air
4	5/9/2019	Participation in Job Fairs	Our SEU participated in the Palm Beach County Mega Job Fair in West Palm Beach. Station participants discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	2	Promotion Events Support Promotion Events Support Sales Manager SVPS

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	7/1/2019	Establishment of training programs for station personnel	During 2019, our SEU's Program Director and Producer worked with a Traffic Continuity Support Team Member to train him in NexGen System Operation. The program included instruction through daily in person meetings, focusing on maximizing the Traffic Continuity Support Team Member's career development potential. It covered recording/producing local shows, recording/integrating telephone content, host integration on air as well as oversight/programming setup for live sports broadcasts, satellite setup and daily promo production. The Traffic Continuity Support Team Member was promoted to Producer in July of 2019.	4	Traffic Continuity Producer Program Director
6	7/12/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a group of 15 students from Keiser University- for a tour of station facilities. Students got a "behind-the-scenes" look at broadcast operations, interacted with the Market President as well as staff from sales, promotions, traffic and programming, gaining exposure to broadcast careers in action.	2	Promotions Event Support Director, Marketing & Promotions
7	8/15/2019	Participation in Job Fairs	Our SEU participated in the JobNewsUSA.com Job Fair in Boca Raton on August 15th. Station participants discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	4	Promotions Promotions VP of Sales SVP of Sales
8	8/28/2019	Participation in Job Fairs	Our SEU participated in the Mega West Palm Beach Job Fair in West Palm Beach on August 28th. Station participants discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	3	VP of Sales Promotions Promotions

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9	9/24/2019	Provision of training to management	Our SEU's Market President, Market SVP Sales, Region SVPP and Promotion Events Manager took the Value Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	4	Market President Market SVP Sales Region SVP Programming Promotion Events Mgmt 1