

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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	1-18, 20-24	15
Outside Account Executive	1-4, 6-12, 17, 19-20, 22-24	19

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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 Phone : 310-457-8058 Email : jdenver@allaccess.com Joel Denver	N	0
2	Bethune Cookman College Career Planning 640 Dr. Mary McLeod Bethune Rd Boytona Beach, Florida 32114 Phone : 386-481-2143 Url : www.bethune.cookman.edu Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
3	Career Source of SW Florida-Ft Myers 4150 Ford Street Extension Ft Myers, Florida 33916 Phone : 239-931-8200x1220 Email : mcrawford@careersourcesouthwestflorida.com Martha Crawford	N	0
4	Career Source Southwest Florida Naples Jobs 4150 Ford Street Extension Ft Myers, Florida 33916 Phone : 239.931.8200 x.1220 Email : bbarger@careersourcesouthwestflorida.com Beth Barger	N	0
5	Craig's List - Not directly contacted by SEU San Francisco, California 94122 Url : https://fortmyers.craigslist.org/ Career Services Manual Posting	N	0
6	Florida A&M University Placement Office P.O. Box 14 Tallahassee, Florida 32073 Phone : 850-599-3496 Email : careercenter@famuedu Christopher Anderson	N	0

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7	Florida Association of Broadcasters Job Bank 201 S. Monroe Street Tallahassee, Florida 32301 Phone : 850-825-5322 Url : www.fab.org Email : intern@fab.org Lindsay Varn	N	0
8	Florida Gulf Coast University Career Development Services 10501 FGCU Blvd Ft. Myers, Florida 33965 Phone : 239-590-7833 Url : studentservices.fgcu.edu/careers Email : aparke@fgcu.edu Amanda Parke	N	0
9	Florida Southwestern College Career Placement Center P.O. Box 06210 Ft. Myers, Florida 33906 Phone : 941-637-5693 Email : pschollard@fsw.edu Paul Schollard	N	0
10	Goodwill Job Link Center 2325 Tamiami Trail Port Charlotte, Florida 33952 Phone : 941-255-3884 Email : sabreniamorgan@goodwillswfl.org Fax : 1-941-255-3884 Sabrenia Morgan	Y	0
11	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
12	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

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13	Indeed - Not Directly Contacted By SEU 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : www.indeed.com Online Source Manual Posting	N	0
14	Internal Posting 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting	N	0
15	LinkedIn - Not Directly Contacted by SEU	N	1
16	On-Air Announcements (one or more SEU stations) 13320 Metro Parkway Ft Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting	N	0
17	Southern Technical College Placement Office 1685 Medical Lane, Suite 200 Ft. Myers, Florida 33907 Phone : 239-939-4766x226 Email : cacevedo@southernstech.edu Christy Acevedo	N	0
18	Station Website (one or more SEU stations) 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting	N	0
19	Station Website Posting (navigation link to corporate careers website)	N	1
20	SW Florida Hispanic Chamber of Commerce Career Placement Center 3343 Palm Beach Blvd Ft. Myers, Florida 33916 Phone : 239-418-1441 Email : hispanicchamberflorida@gmail.com Veronica Culbertson	N	0

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21	The News Press 2442 Dr. Martin Luther King Jr. Blvd. Ft. Myers, Florida 33901 Phone : 239-335-0335 Career Services Manual Posting	N	0
22	University of Central Florida Career Resource Center Adm. Building, Room 124 Orlando, Florida 32816 Phone : 407-823-3368 Email : career@mail.ucf.edu Fax : 1-407-823-5909 Genesis Rawls	N	0
23	University of Florida College of Journalism & Communication 1080 Weimer Hall / P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-392-0466 Email : KGraham@jou.ufl.edu Fax : 1-352-845-2484 Katrice Graham	N	0
24	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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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	10/5/2020	Establishment of training programs for station personnel	Our SEU established a training program for our Executive Assistant, titled "The Difference Between Leadership and Management." The training program was designed to provide our Executive Assistant with the leadership skills necessary to qualify for higher-level, management positions and covered topics such as effective leadership styles.	1	Executive Assistant
2	12/9/2020	Participation in events sponsored by organizations representing the community	On December 9, 2020, our SEU participated in a networking luncheon hosted by the local Chamber of Commerce at the Laishley Crab House. SEU participants included our Vice President of Sales and On-Air Talent, who gave a presentation to attendees to discuss employment opportunities at iHeartMedia and career paths in the broadcasting industry generally.	2	On-Air Talent VPS
3	12/16/2020	Provision of training to management	In December 2020, our SEU's assistant program director took the Harassment Prevention training course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment as well as other forms of harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	VP of sales
4	8/17/2021	Provision of training to management	In 2021, one of our SEU managers took the Valuing 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.	1	Vice President