

**WFXJ, WJBT, WKSL, WQIK-FM, WSOL-FM, WWJK**  
**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
Account Executive	1-6, 8-13, 15-21	12
Account Executive	1-6, 8-13, 15-21	12
IT Support Technician	1-6, 8-11, 13-21	10
Sales Coordinator	1-6, 8-9, 11, 13, 15-21	8
Account Executive	1-6, 8-13, 15-21	12
Account Executive	1-6, 8-13, 15-21	12
Account Executive	1-6, 8-11, 13, 15-21	10
Digital Sales Strategist	1-6, 8-9, 11-13, 15-21	12
Account Executive - Bilingual (Spanish)	1-9, 11, 13-21	14

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida Phone : 386-481-2143 Email : bonnerd@cookman.edu Davita Bonner	N	0
3	Edward Waters College 16508 Kings Road Jacksonville, Florida 32209 Phone : 904-470-8007 Email : a.starke@ewc.edu Fax : 1-904-470-8020 Antonio Starke	N	0
4	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : 904-829-6481 Email : careerservices@flagler.edu Career Services	N	0
5	Florida A&M 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Email : delores.dean@famuc.edu Delores Dean	N	0
6	Florida State College of Jacksonville 101 State Street Building B-100 Jacksonville, Florida 32202 Phone : 904-633-8492 Email : kameyer@fscj.edu Career Services	N	0
7	Glass Door - Not Directly Contacted by SEU	N	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	4
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	2
10	Indeed.com - Not Directly Contacted by SEU	N	12
11	Internal Posting 11700 Central Parkway Jacksonville, Florida 32224 Jeffery Worthington Manual Posting	N	2
12	Internal Transfer/Promotion	N	5
13	Jacksonville University 2800 N. University Blvd. Jacksonville, Florida 32211 Phone : 904-256-7054 Email : <a href="mailto:careers@ju.edu">careers@ju.edu</a> Barbara Vick	N	0
14	LinkedIn - Not Directly Contacted by SEU	N	5
15	N.A.A.C.P. 1725 Oakhurst Ave. Jacksonville, Florida 32208 Phone : 904-764-7578 Email : <a href="mailto:jaxnaacp@comcast.net">jaxnaacp@comcast.net</a> Isaiah Rumlin	N	0
16	The Arc Jacksonville 1 UNF Drive Jacksonville, Florida 32224 Phone : 904.355.0155 x 420 Url : <a href="http://www.arcjacksonville.org/">http://www.arcjacksonville.org/</a> Email : <a href="mailto:shamilton@arcjacksonville.org">shamilton@arcjacksonville.org</a> Susan Hamilton	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	The Ladders 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	0
18	University of Central Florida 1200 W. International Speedway Daytona Beach, Florida Phone : 407-823-5959 Email : sharisse.kenney@ucf.edu Sharisse Kenney	N	0
19	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : <a href="http://www.jou.ufl.edu/">http://www.jou.ufl.edu/</a> Email : <a href="mailto:kgraham@jou.ufl.edu">kgraham@jou.ufl.edu</a> Fax : 1-352-846-2484 Katrice Graham	N	0
20	University of North Florida 4567 St. Johns Bluff Road Jacksonville, Florida 32216 Phone : 904-620-2955 Email : <a href="mailto:rtr Robert@unf.edu">rtr Robert@unf.edu</a> Rick Roberts	N	0
21	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>31</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/20/2019	Participation in events sponsored by community groups	Our SEU hosted young adults from the Family Support Services of Jacksonville for a job shadow/station tour. Station participants included our SVPP, Market President and an On-Air Personality. Our station participants guided students/members through our station facilities for a “behind-the-scenes” look at broadcast operations, allowed the members to follow their workday for a “behind-the-scenes” look at broadcast operations, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, discussed internship and employment opportunities in broadcasting, handed out station information, etc.	4	Market President SVPP On Air Personality On Air Personality
2	3/9/2019	Participation in events sponsored by community groups	Our SEU participated in the Annie Ruth Foundation’s Summer Internship Program Career Day in Jacksonville, FL. Our Market President discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	1	Market President
3	3/22/2019	Participation in events sponsored by community groups	Our SEU hosted adults with intellectual and developmental differences from Pine Castle at station facilities. The group all serve as air talents on the local radio station, WPCR 1700 Pine Castle Radio. They interacted with station staff and were able to cut commercials, learn board operations and going live skills.	4	Market President Executive Assistant On-Air Personality Program Director
4	6/4/2019	Participation in events sponsored by community groups	Our SEU participated in the The Media Sales Institute of the Atlanta University Center (AUC), led by Morehouse College in Atlanta, GA. Our Market President discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	1	Market President

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5	6/17/2019	Participation in events sponsored by community groups	Our SEU hosted I'm A Star Foundation Summer Leadership Academy members for a job shadow/station tour. Station participants included our Market President, Account Manager and On-Air Host. Our participants guided members through our station facilities for a "behind-the-scenes" look at broadcast operations, allowed the members to follow their workday for a "behind-the-scenes" look at broadcast operations, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, discussed internship and employment opportunities in broadcasting, handed out station information, etc.	4	Market President Executive Assistant On-Air personality Account Manager
6	7/15/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted local High School Students for a job shadow/station tour. Station participants included our Market President, On-Air Personality and SVPP. Our participants guided the students through our station facilities for a "behind-the-scenes" look at broadcast operations, allowed the students to follow their workday for a "behind-the-scenes" look at broadcast operations, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, discussed internship and employment opportunities in broadcasting, handed out station information, etc.	4	Market President Executive Assistant On-Air personality SVPP
7	8/22/2019	Participation in events sponsored by community groups	Our SEU participated in the Sharp Heels Career & Leadership Summit in Jacksonville, FL. Our Market President discussed how she found success in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc.	1	Market President

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8	9/18/2019	Provision of training to management	Our SEU's Market President, SVPP and SVPS took the Valuing Diversity training provided by the 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.	3	Market President SVPP SVPS