

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	1-12, 14-21	11
Account Executive	1-12, 14-21	11
IT Support Technician	1-12, 14-21	10
Sales Coordinator	1-12, 14-21	8
Account Executive	1-12, 14-21	11
Account Executive	1-12, 14-21	11
Account Executive	1-12, 14-21	10
Digital Sales Strategist	1-12, 14-21	11
Account Executive - Bilingual (Spanish)	1-21	14

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	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	CareerBuilder.com 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	0
4	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
5	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : 904-829-6481 Email : careerservices@flagler.edu Career Services	N	0
6	Florida A&M 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Email : delores.dean@famuc.edu Delores Dean	N	0
7	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

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8	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	4
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	2
10	Indeed 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	12
11	Internal Posting 11700 Central Parkway Jacksonville, Florida 32224 Jeffery Worthington Manual Posting	N	7
12	Jacksonville University 2800 N. University Blvd. Jacksonville, Florida 32211 Phone : 904-256-7054 Email : careers@ju.edu Barbara Vick	N	0
13	Job Board	N	1
14	LinkedIn.com 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	5

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15	N.A.A.C.P. 1725 Oakhurst Ave. Jacksonville, Florida 32208 Phone : 904-764-7578 Email : jaxnaacp@comcast.net Isaiah Rumlin	N	0
16	The Arc Jacksonville 1 UNF Drive Jacksonville, Florida 32224 Phone : 904.355.0155 x 420 Url : http://www.arcjacksonville.org/ Email : shamilton@arcjacksonville.org Susan Hamilton	N	0
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 : http://www.jou.ufl.edu/ Email : kgraham@jou.ufl.edu 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 : rtrobert@unf.edu Rick Roberts	N	0

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21	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:			31

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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	2/20/2019	Participation in events sponsored by community groups	Family Support Services of Jacksonville. We had about 15 High school kids ages 15 to 17 years of age interested in broadcasting and the functions of radio. They were giving a tour of the radio and they were also able to interact with the On-Air personalities. They were given the opportunity to question and answer sessions with members of the management team as well as inter act Live On-Air while visiting each station.	4	Market President SVPP On Air Personality On Air Personality
2	3/9/2019	Participation in events sponsored by community groups	Annie Ruth Foundations 2019 Summer Internship Program is a group of high school students. The seminar is a Business seminar that provides high school students a compete for summer job opportunity. Students in the program complete applications, write a 1000 word essay, complete 25 hours of classroom instruction and complete a professional interview. Market President was speaker as a Community Leader during the business seminar. She was very detailed about her position what her job consist of in the community. She was able to inform the students on sales and selling. Being assertive and going after business. Being in sales for many many years the experience she shared and examples was so informative. Students asked questions and were engaged in the setting.	1	Market President

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3	3/22/2019	Participation in events sponsored by community groups	Pine Castle provides adults with intellectual and developmental differences. They provide adults with valuable skills, basic academic training, and hands on job experience. So the group of adults that came in to tour and learn about how a radio and it's personality work. The adults at Pine Castle all are air talents on the local radio station within the Pine Castle: WPCR 1700 Pine Castle Radio. They are personalities and each have a shift. The staff here took the time from several different departments to inter act and allow them to ask questions. They were able to cut commercials, learn functions of operation a board and going live on the radio. It was an experience of a life time and the staff as well as the adults from Pine Castle took a lot away from the interaction with one another.	4	Market President Executive Assistant On-Air Personality Program Director
4	6/4/2019	Participation in events sponsored by community groups	The Media Sales Institute of the Atlanta University Center (AUC), led by Morehouse College is a very intense 'bootcamp' where students are involved deeply in learning electronic media advertising sales and man sales techniques. The curriculum is designed to provide entry into media sales for students of many different backgrounds.. The Jacksonville Market President was a presenter at the program discussing careers in radio and she was specific in sales with the attendees.	1	Market President

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5	6/17/2019	Participation in other activities designed by the station employment unit	I'm A Star Foundation Summer Leadership Academy. A group of about 60 middle to high school kids toured the iHeartradio facility in Jacksonville. The iHeartradio facility in Jacksonville was one of the business the I'm A Star Foundation consider to be a great career that the students in their program would benefit from. The students were able to learn about how the radio functions from sales to promotions to programming. The students were well informed about the many different departments within the radio station and job opportunities available besides on-air. The student were able to interact with the Market President, sales, promotions, traffic and programming. They were able to be live on air, record drops and know how the radio functions from all aspects of the job. The students were engaged with how jocks actually do the jobs they do and how things are prepared before going live each day.	4	Market President Executive Assistant On-Air personality Account Manager
6	7/15/2019	Participation in events or programs sponsored by educational institutions	We had a group of 50 middle/high schools students plus chaperones to come out and tour the stations. They students were able to ask questions. We had different station personal to come in and talk to the students about what position they hold. They were able to visit each station and see overall how the stations functions. The students were able to interact live while the On-Air personality did his shift. They were able to learn about the many job opportunities within the station. Staff was able to accommodate and inform them of the day to day functions outside of what they hear on the radio.	4	Market President Executive Assistant On-Air personality SVPP

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7	8/22/2019	Participation in events sponsored by community groups	Sharp Heels Career & Leadership Summit is an event designed to educate professionals for advancing their careers and enhancing their career planning and leadership skills. Nicky Sparrow the Market President was on of the speakers for Successful Career Planning. She was very informative and detailed on her success. She was able to share information on how to be successful in radio and selling. She shared experiences and gave example that were informative as well as helpful to the guest. People were able to ask questions to gain more knowledge about becoming successful in their career.	1	Market President
8	9/18/2019	Provision of training to management	Valuing Diversity Training	4	Market President SVPP SVPS