

**WFXJ(AM), WJBT(FM), WKSL(FM), WQIK-FM, WSOL-FM, WWJK(FM)****EEO PUBLIC FILE REPORT****October 1, 2015 - September 30, 2016****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-2, 5-10, 12-15, 17-19, 21, 23-26, 28-31	6
Account Executive	1-2, 5-10, 12-15, 17-19, 21, 23-26, 28-31	6
Sales Assistant	1-2, 5-10, 13-14, 16-19, 21, 25, 28-31	6
Afternoon Drive/ Digital	1-3, 5, 7-10, 13-14, 16-22, 25, 27-31	22
Account Executive	1-2, 4-5, 7-11, 13-14, 16-19, 21-22, 25, 28-31	11
Account Executive	1-2, 4-5, 7-11, 13-14, 16-19, 21-22, 25, 28-31	22
Account Executive	1-2, 4-5, 7-11, 13-14, 16-19, 21-22, 25, 28-31	22
Sales Assistant	1-3, 5, 7-10, 13-14, 16-22, 25, 27-31	22

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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	CareerBuilder.com 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	0
4	Current Employee	N	1
5	Edward Waters College 16508 Kings Road Jacksonville, Florida 32209 Phone : 904-470-8007 Email : kathy.foreman@ewc.edu Kathy Foreman	N	0
6	Employee Referral	N	6
7	Flagler College P.O. Box 1027 St. Augustine, Florida Phone : 904-829-6481 Email : careerservices@flagler.edu Career Services	N	0
8	Florida A&M 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Email : delores.dean@famuedu Delores Dean	N	0

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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>
9	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
10	Florida State University Career Center University Center 4th Level Tallahassee, Florida Phone : 850-644-6493 Email : Jkronholz@fsu.edu Julia Kronholz	N	0
11	Former Employee	N	1
12	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Online Source Manual Posting	N	0
13	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	0
14	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	1
15	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Source Manual Posting	N	1

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16	Indeed 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	0
17	Internal Posting 11700 Central Parkway Jacksonville, Florida 32224 Jeffery Worthington Manual Posting	N	0
18	Jacksonville University 2800 N. University Blvd. Jacksonville, Florida 32211 Phone : 904-256-7054 Email : careers@ju.edu Barbara Vick	N	0
19	Jones College 5353 Arlington Expressway Jacksonville, Florida 32211 Phone : 904-743-1122 Email : deans@jones.edu Dan Guthrie	N	0
20	LinkedIn.com 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	0
21	N.A.A.C.P. 1725 Oakhurst Ave. Jacksonville, Florida 32208 Phone : 904-764-7578 Email : jaxnaacp@comcast.net Isaiah Rumlin	N	0
22	Other Source	N	8

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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>
23	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Online Source Manual Posting	N	0
24	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Online Source Manual Posting	N	0
25	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
26	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : <a href="mailto:leads@freeformradio.org">leads@freeformradio.org</a> Scott McWilliams	N	0
27	The Ladders 11700 Central Parkway Jacksonville, Florida 32224 Phone : 904-636-0507 Jeffery Worthington Manual Posting	N	0
28	University of Central Florida 1200 W. International Speedway Daytona Beach, Florida Phone : 407-823-5959 Email : <a href="mailto:sharisse.kenney@ucf.edu">sharisse.kenney@ucf.edu</a> Sharisse Kenney	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>
29	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
30	University of North Florida 4567 St. Johns Bluff Road Jacksonville, Florida 32216 Phone : 904-620-2955 Email : <a href="mailto:rrobert@unf.edu">rrobert@unf.edu</a> Rick Roberts	N	0
31	Workforce Florida 215 North Market Street #340 Jacksonville, Florida 32202 Phone : 904-798-9229 Url : <a href="http://www.worksourcefl.com">www.worksourcefl.com</a> Email : <a href="mailto:vphillips@worksourcefl.com">vphillips@worksourcefl.com</a> Vanessa Phillips	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</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	2/17/2016	Participation in other activities designed by the station employment unit	Family Support Services of North Florida Twenty five Young adults in Foster Care were provided a tour of the Jacksonville Iheartradio facilities, one of the businesses that Family Services contacts for career considerations. The students spent time in each department with presentations by and interactions with the Market President, account executives, traffic staff, and of course in the studios with On Air Personalities from several of the stations, about each of their jobs and careers.	5	See description
2	3/14/2016	Participation in other activities designed by the station employment unit	The Juice High School Tour The 90-minute event traveled to Ribault High School on 3-14-16 and Terry Parker High School on 3-16-16. The 90-minute event consisted of four segments: The Student Fair 60-minutes, Scholarship giveaway 10-minutes , Juice Performance 20-minutes and four (4) live product giveaways throughout the course of the event. •Student Fair: music, vendor booths and vendor interaction, giveaways and more! •Scholarship Giveaway: One graduating senior from each high school will be awarded a \$1,000 scholarship. Scholarship requirements are determined by a community event or fundraiser the student creates & executes. •Juice Performance: A live musical performance by national & indie recording artists. IHeart Radio staff participating included the Partnership Manager, Promotions Director, and 2 Promotions assistants, each of who addressed students about career opportunities in radio, the various jobs in the business, the education and skills required for each job, and their own experiences in the business.	4	see description

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## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	3/18/2016	Establishment of an intern program designed to assist members of the community	Fifteen Clients of the Ambulatory Program which provides services for the disabled were given a tour of the IHeart Jacksonville radio facilities. The group spent time in each department with presentations by and interactions with the sales, traffic, and of course programming in the studios with On Air Personalities from several of the stations, about their jobs and careers. Since the country station was their favorite, an On Air Personality from that station invited them into his studio and visited with them about his job and career	5	see description
4	3/23/2016	Participation in other activities designed by the station employment unit	The Bridge of Northeast Florida Inc. provides the children that live in some of Jacksonville's most crime infested, impoverished neighborhoods with the opportunities they need to overcome barriers and to support them as they aspire to better their lives. The Bridge operates a "holistic" model that addresses academics, health, social enrichment, mentoring, job skills training and jobs. As such, fifty students from The Bridge of Northeast Florida were provided a tour of the IHeart Jacksonville radio facilities. The students spent time in each department with presentations by and interactions with account executives, traffic staff, and of course in the studios with On Air Personalities from several of the stations, about their jobs and careers. An On Air Personality talked with them about his job and how connected the stations are through social media such as FaceBook, Twitter, Instagram, and Snapchat, all part of their everyday lives. They were in the studio while a live show was being broadcast, and some made on air appearances.	5	See description



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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>
5	4/20/2016	Participation in events sponsored by community groups	The Media Sales Institute at the Atlanta University Center (AUC), led by Morehouse College is an intensive "boot camp" where students are immersed in learning electronic media advertising sales and sales techniques. The curriculum is designed to provide an entry into media sales for talented students of diverse backgrounds. The Jacksonville Market President was a Presenter at the program, discussing careers in radio and specifically in sales with the attendees.	1	Market President
6	9/20/2016	Participation in events sponsored by community groups	The NAB/RAB 2016 Radio Show 229 college undergraduate and graduate students were awarded registration scholarships to attend the NAB Education Foundation (NABEF)/Broadcast Education Association (BEA) Career Fair and Student Scholars Orientation on Tuesday, September 20 and the 2016 Radio Show in Nashville, September 21 – 23. Thanks to the support of 28 radio groups and associate businesses, students attended the career fair, conference orientation and a series of special networking events, entertainment and educational content geared towards students. In addition, the students participated in the conference's management, programming, sales, marketing, advertising, research, legal, technology and young professionals sessions. The Jacksonville Market President was a Presenter for several sessions addressing careers in radio and specifically in sales.	1	Market President