

**WAVW, WBZT, WCZR, WJNO, WKGR, WLDI, WOLL, WQOL, WRLX, WZTA,
WZZR****EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022****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
Sr Vice President Programming	1-15	9

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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	Florida Association of Broadcasters 800 N. Calhoun St Tallahassee, Florida 32303 Phone : 850-681-6444 Email : lvarn@fab.org Lindsey Varn	N	0
4	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
5	Florida State University A4100 University Center Tallahassee, Florida Phone : 850-644-6431 Email : reception@admin.fsu.edu Sean Collins	N	0
6	Hispanic Human Resources Council 1427 S Congress Avenue West Palm Beach, Florida 33406 Phone : 561-641-7400 Fax : 1-561-964-9483 Judy Pierman	Y	0

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7	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
8	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
9	Internal Posting	N	1
10	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	0
11	Lynn University 3601North Military Trail Boca Raton, Florida 33431 Phone : 561-237-7000 Email : cgill@Lynn.edu Cameron Gill	Y	0
12	The University of Central Florida PO Box 160165 Orlando, Florida 32816 Phone : 407-823-2361 Email : career@mail.ucf.edu Valdo Ramdial	N	0

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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
13	The University of Florida PO Box 118400 Gainesville, Florida 32611 Phone : 352-392-0466 Email : KGraham@jou.ufl.edu Katrice Graham	N	0
14	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
15	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:			1

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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	11/10/2021	Participation in Job Fairs	On November 10, 2021, our SEU participated in a job fair held at the Palm Beach Hilton. SEU participants, including our Senior VP of Sales spoke with attendees about career opportunities at iHM and the skills needed to succeed in the industry. Our SEU answered questions from attendees and collected resumes.	1	Sr VP of Sales
2	3/24/2022	Participation in Job Fairs	On March 24, 2022, our SEU participated in the Greater Palm Beach Career Fair, held at the Palm Beach Hilton. SEU participants, including our Senior VP of Sales spoke with attendees about career opportunities at iHM and the skills needed to succeed in the industry. Our SEU answered questions from attendees and collected resumes.	1	SVP of sales
3	8/1/2022	Establishment of training programs for station personnel	During the reporting period, our SEU established a mentoring program for our part time promotions technician. Our SEU's Sr. Vice President of Programming and one of our Producers mentored the technician in the skills needed to qualify for full-time employment in the programming and promotions departments. Skills covered included board operation, audience interaction, phone screening, commercial monitoring, talent management, and clock management. The program consisted of weekly in-person meetings and instructional sessions, including shadowing and on-the-job training.	3	SVPP producer PT promotions Tech

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	9/9/2022	Provision of training to management	In September 2022, our SEU's Market President 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	Market President