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June 27, 2022

**VIA E-MAIL & POSTING TO
FCC ONLINE PUBLIC INSPECTION FILE**

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission

Re: Response to Broadcast EEO Audit Letter
WCCF(AM), Punta Gorda, FL (FAC. ID# 28897)

Dear Ms. Goldin:

On behalf of iHM Licenses, LLC, licensee of WCCF(AM), Punta Gorda, FL (Fac. ID# 28897), as well as the commonly owned stations in the Fort Myers-Naples-Punta Gorda, Florida station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of March 21, 2022 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080 ("Audit Letter").¹ Per your request, this submission consists of a sworn statement by Mark McCauley, Area President with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully Submitted,

A handwritten signature in blue ink that reads "Meredith G. Singer".

Meredith G. Singer

cc: Lynn Kalagian (FCC) (*via email*)

¹ The SEU received an extension of time to submit this response to and through June 27, 2022.

DECLARATION OF MARK MCCAULEY, AREA PRESIDENT

I, Mark McCauley, hereby declare as follows:

1. I am an Area President for iHM Licenses, LLC, the licensee of WCCF(AM), Punta Gorda, FL (Fac. ID #28897), which is part of a station employment unit based in Fort Myers, Florida and which includes WOLZ(FM), Fort Myers, FL (Fac. ID #13898), WCKT(FM), Lehigh Acres, FL (Fac. ID #55755), WBTT(FM), Naples Park, FL (Fac. ID #55756), WZJZ(FM), Port Charlotte, FL (Fac. ID #35213), WIKX(FM), Charlotte Harbor, FL (Fac. ID #28899), WBCG(FM), Murdock, FL (Fac. ID #82071), WCVU(FM), Solana, FL (Fac. ID #71594), WKII(AM), Solana, FL (Fac. ID #35214) (the “SEU” or “Unit”). The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by iHeartMedia, Inc. (collectively, “iHeartMedia”). This Statement and relevant attachments are being submitted in response to the March 21, 2022 letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division of the Commission’s Enforcement Bureau, concerning a random audit of EEO compliance (the “EEO Audit Letter”).
2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission (“FCC” or the “Commission”), 47 C.F.R. § 73.2080(e)(1).
3. In response to Question 2(b)(i) of the EEO Audit Letter, the SEU’s two most recent EEO Public File Reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.
4. In response to Question 2(b)(ii) of the EEO Audit Letter, the web addresses of the stations in this SEU are as follows: 953Beach.com (WOLZ(FM)), 1055The Beat.com (WBTT(FM)), WCVU.com (WCVU(FM)), Y100Florida.com (WZJZ(FM)), CatCountry1071.com (WCKT(FM)), UP989.com (WBCG(FM)), KixCountry929.com (WIKX(FM)), 1070TheZone.com (WKII(AM)), WCCFradio.com (WCCF(AM)). A copy of the current EEO Public File Report is included on or linked to each of these websites.
5. In response to Question 2(b)(iii), the date of each full-time hire listed in the SEU’s above-referenced EEO Public File Reports, in accordance with 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B. Further, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions pursuant to 47 C.F.R. § 73.2080(c)(5)(iii), including the recruitment reflected in the above EEO Public File Reports. However, pursuant to the EEO Audit Letter, only one such job notice per position is included at Attachment B in addition to announcements sent to those sources that have notified the SEU that they want to be alerted to job openings at the Unit, as described in 47 C.F.R. § 73.2080(c)(1)(ii).
6. In response to Question 2(b)(iv) of the EEO Audit Letter, the internal business records appended at Attachment B also provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the above EEO Public File Reports.

7. In response to Question 2(b)(v) of the EEO Audit Letter, documentation concerning the Unit's performance of four points worth of recruitment initiative activity during the period covered by the above EEO Public File Reports and as described in § 73.2080(c)(2) is appended at Attachment C with participating personnel noted therein. This SEU employs a total of 22 full-time employees and at least one of our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four points worth of recruitment initiative activity during each two-year period measured from the date the stations in the SEU are required to file license renewal applications.

8. In response to Question 2(b)(vi) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of the stations in this SEU based on race, color, religion, national origin or sex filed before a body with jurisdiction under federal, state, territorial or local law during the current license term.

9. In response to Question 2(b)(vii) of the EEO Audit Letter, the licensee affirms that iHM Licenses, LLC deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Broadcast Diversity Recruitment Plan (the "Recruitment Plan" or "Plan") in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how iHeartMedia SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, details the required recordkeeping requirements and provides a quarterly self-assessment program.

At the corporate level, iHeartMedia assists SEUs in understanding and following the Recruitment Plan, employing a team of corporate HR specialists that respond to SEU requests for FCC EEO compliance assistance and/or that call upon outside counsel for additional guidance when warranted. Furthermore, iHeartMedia has a team of internal public inspection file auditors that surveys FCC EEO performance of iHeartMedia SEUs as part of their routine review of overall public file compliance. Finally, in connection with the deployment of HR software throughout the company, iHeartMedia HR's department has conducted training sessions for its SEUs on its hiring policies and procedures, including compliance with the FCC's EEO broad outreach rules, and continues to provide access to training on FCC EEO matters to SEUs via its online HR portal.

At the local level, this SEU's Senior Vice President of Sales, Vice President of Sales and Vice President of Programming are responsible for our day-to-day recruitment and EEO compliance efforts. Our SEU sends out quarterly recruitment data and reminders about EEO compliance to the leadership team. Compliance measures include identifying our efforts to afford equal employment opportunities to employees and applicants through statements disseminated in job applications and posted in conspicuous areas within the workplace. This SEU's employment practices are my ultimate responsibility, working in conjunction with in-house counsel at iHeartMedia corporate headquarters and, when applicable, outside employment and labor counsel.

10. In response to Question 2(b)(viii) of the EEO Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company's Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs

with an opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, the SEU also includes language on its station websites encouraging qualified community organizations to contact the SEU to request its job notices. Further, this SEU periodically reviews and updates its master recruitment source list to ensure that we maintain accurate contact information. In addition, this SEU regularly provides training to management-level employees as to methods of ensuring equal employment opportunities in our workplace.

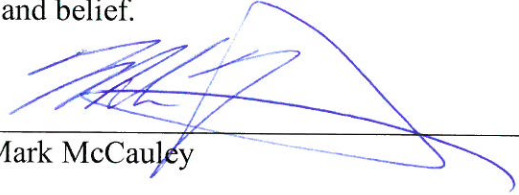
11. In response to Question 2(b)(ix) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect.

Dated: June 27, 2022

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF MARK MCCAULEY AREA PRESIDENT**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.



Mark McCauley

Area President

TAB A

EEO PUBLIC FILE REPORTS

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

EEO PUBLIC FILE REPORT

October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2019	Establishment of training programs for station personnel	From October 2019 through March 2020, our SEU cross-trained our Sales Assistant on the skills needed to qualify for positions in the Traffic Department. As part of the training sessions, our Traffic Manager met with the Sales Assistant regularly to cover various traffic skills, including how to finalize and run logs, how to handle missing copy, processing National orders, and revisions. The Sales Assistant was ultimately promoted to a supervisory position.	1	Traffic Manager Sales Assistant
2	1/7/2020	Participation in events sponsored by organizations representing the community	On January 7, 2020, our SEU hosted the junior leadership of Charlotte group for a tour of our facilities. Station participants included our Market President and On-Air Talent, who spoke with attendees about different career paths in the broadcasting industry and career opportunities at iHM.	4	Sales Manager On-Air Talent Executive Administrative Assistant On-Air Talent
3	3/3/2020	Participation in events sponsored by organizations representing the community	On March 3, 2020, our SEU hosted Leadership of Charlotte group for a station tour. Station participants included our Executive Assistant and On-Air Talent, who spoke with the group about career paths in broadcasting and answered questions from attendees.	1	Executive Assistant

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

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

EEO PUBLIC FILE REPORT

October 1, 2020 - September 30, 2021

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

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

EEO PUBLIC FILE REPORT

October 1, 2020 - September 30, 2021

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
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

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

EEO PUBLIC FILE REPORT

October 1, 2020 - September 30, 2021

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
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

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

EEO PUBLIC FILE REPORT

October 1, 2020 - September 30, 2021

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
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

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

EEO PUBLIC FILE REPORT

October 1, 2020 - September 30, 2021

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

TAB B

VACANCY DOCUMENTATION

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ**Vacancy Data Form****Outside Account Executive****Recruitment source referring hire: LinkedIn - Not Directly Contacted by SEU****Date of hire: 1/11/2021**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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@famu.edu Christopher Anderson	N	0

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

Vacancy Data Form

Outside Account Executive

Recruitment source referring hire: LinkedIn - Not Directly Contacted by SEU

Date of hire: 1/11/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

Vacancy Data Form

Outside Account Executive

Recruitment source referring hiree: LinkedIn - Not Directly Contacted by SEU

Date of hire: 1/11/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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
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@southerntech.edu Christy Acevedo	N	0

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

Vacancy Data Form

Outside Account Executive

Recruitment source referring hire: LinkedIn - Not Directly Contacted by SEU

Date of hire: 1/11/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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
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
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

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

Vacancy Data Form

Outside Account Executive

Recruitment source referring hire: LinkedIn - Not Directly Contacted by SEU

Date of hire: 1/11/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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:			1

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ
Fax and E-mail verification summary report for Outside Account Executive

Position: Outside Account Executive

Hire Date: January 11, 2021

This report, generated by Broadcast1Source, verifies that WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

iHeartMedia Stations

Job Summary:

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales targets.

Responsibilities

- Identifies and solicits new business through prospecting and cold calling; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing client base.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers creative and effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ
Fax and E-mail verification summary report for Outside Account Executive

- Monitors competition to continually find new account leads.
- Negotiates rates based on iHeartMedia's budgets.
- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ
Fax and E-mail verification summary report for Outside Account Executive

Work Experience

- 1-2 years' sales experience
- Experience in Media/Advertising Sales with proven success is preferable
- SalesForce experience is a plus

Education

- 4-year college degree, preferably in a related field

Certifications

- None required

Location

Port Charlotte, FL: 24100 Tiseo Blvd, Suite 10, 33980

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ
Fax and E-mail verification summary report for Outside Account Executive

Additional Information:

iHeartMedia is the number one audio company in the United States, reaching nine out of 10 Americans every month – we specialize in radio, digital, social, podcasts, influencers, data, and events across the nation and provide premier opportunities for advertisers.

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Port-Charlotte-FL/Outside-Account-Executive_Req21633

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Rhonda Richey at rhondarichey@iheartmedia.com

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ
Fax and E-mail verification summary report for Outside Account Executive

RS Number	Recruiting Source	Date and Time
1	All Access Music E-mail: jdenver@allaccess.com	Sent: 7/28/2020 1:44:33 PM
2	Bethune Cookman College E-mail: bonnerd@cookman.edu	Sent: 7/28/2020 1:44:29 PM
3	Career Source of SW Florida-Ft Myers E-mail: mcrawford@careersourcesouthwestflorida.com	Sent: 7/28/2020 1:44:34 PM
4	Career Source Southwest Florida Naples Jobs E-mail: bbarger@careersourcesouthwestflorida.com	Sent: 7/28/2020 1:44:34 PM
6	Florida A&M University E-mail: careercenter@famu.edu	Sent: 7/28/2020 1:44:29 PM
7	Florida Association of Broadcasters E-mail: intern@fab.org	Sent: 7/28/2020 1:44:31 PM
8	Florida Gulf Coast University E-mail: aparke@fgcu.edu	Sent: 7/28/2020 1:44:30 PM
9	Florida Southwestern College E-mail: pschollard@fsw.edu	Sent: 7/28/2020 1:44:29 PM
10	Goodwill Job Link Center E-mail: sabreniamorgan@goodwillswfl.org	Sent: 7/28/2020 1:44:33 PM
17	Southern Technical College E-mail: cacevedo@southerntech.edu	Sent: 7/28/2020 1:44:30 PM
20	SW Florida Hispanic Chamber of Commerce E-mail: hispanicchamberflorida@gmail.com	Sent: 7/28/2020 1:44:31 PM
22	University of Central Florida E-mail: career@mail.ucf.edu	Sent: 7/28/2020 1:44:32 PM
23	University of Florida E-mail: KGraham@jou.ufl.edu	Sent: 7/28/2020 1:44:32 PM
24	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 7/28/2020 1:44:27 PM

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

Vacancy Data Form

Outside Account Executive

Recruitment source referring hiree: Station Website Posting (navigation link to corporate careers website)

Date of hire: 7/12/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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
6	Florida A&M University Placement Office P.O. Box 14 Tallahassee, Florida 32073 Phone : 850-599-3496 Email : careercenter@famu.edu Christopher Anderson	N	0

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

Vacancy Data Form

Outside Account Executive

Recruitment source referring hiree: Station Website Posting (navigation link to corporate careers website)

Date of hire: 7/12/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

Vacancy Data Form

Outside Account Executive

Recruitment source referring hiree: Station Website Posting (navigation link to corporate careers website)

Date of hire: 7/12/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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
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
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
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

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

Vacancy Data Form

Outside Account Executive

Recruitment source referring hiree: Station Website Posting (navigation link to corporate careers website)

Date of hire: 7/12/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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:			1

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ
Fax and E-mail verification summary report for Outside Account Executive

Position: Outside Account Executive

Hire Date: July 12, 2021

This report, generated by Broadcast1Source, verifies that WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

iHeartMedia Stations

Job Summary:

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target.

Responsibilities

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ
Fax and E-mail verification summary report for Outside Account Executive

- Monitors competition to continually find new account leads.
- Negotiates rates based on iHeartMedia's budgets.
- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance.

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ
Fax and E-mail verification summary report for Outside Account Executive

Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- SalesForce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

Port Charlotte, FL: 24100 Tiseo Blvd, Suite 10, 33980

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ
Fax and E-mail verification summary report for Outside Account Executive

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Port-Charlotte-FL/Outside-Account-Executive_Req24575

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

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WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ
Fax and E-mail verification summary report for Outside Account Executive

RS Number	Recruiting Source	Date and Time
1	All Access Music E-mail: jdenver@allaccess.com	Sent: 6/8/2021 7:41:54 AM
2	Bethune Cookman College E-mail: bonnerd@cookman.edu	Sent: 6/8/2021 7:41:51 AM
3	Career Source of SW Florida-Ft Myers E-mail: mcrawford@careersourcesouthwestflorida.com	Sent: 6/8/2021 7:41:55 AM
4	Career Source Southwest Florida Naples Jobs E-mail: bbarger@careersourcesouthwestflorida.com	Sent: 6/8/2021 7:41:55 AM
6	Florida A&M University E-mail: careercenter@famu.edu	Sent: 6/8/2021 7:41:52 AM
7	Florida Association of Broadcasters E-mail: intern@fab.org	Sent: 6/8/2021 7:41:53 AM
8	Florida Gulf Coast University E-mail: aparke@fgcu.edu	Sent: 6/8/2021 7:41:52 AM
9	Florida Southwestern College E-mail: pschollard@fsw.edu	Sent: 6/8/2021 7:41:51 AM
10	Goodwill Job Link Center E-mail: sabreniamorgan@goodwillswfl.org	Sent: 6/8/2021 7:41:54 AM
17	Southern Technical College E-mail: cacevedo@southerntech.edu	Sent: 6/8/2021 7:41:53 AM
20	SW Florida Hispanic Chamber of Commerce E-mail: hispanicchamberflorida@gmail.com	Sent: 6/8/2021 7:41:53 AM
22	University of Central Florida E-mail: career@mail.ucf.edu	Sent: 6/8/2021 7:41:53 AM
23	University of Florida E-mail: KGraham@jou.ufl.edu	Sent: 6/8/2021 7:41:54 AM
24	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 6/8/2021 7:41:51 AM

TAB C
RECRUITMENT INITIATIVE
DOCUMENTATION

**WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ,
WZJZ**

RECRUITMENT INITIATIVES FORM

October 1, 2019 - September 30, 2020

	Type of Recruitment Initiative (ex. Job Fair, Internship Program)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Establishment of training programs for station personnel	10/1/2019	From October 2019 through March 2020, our SEU cross-trained our Sales Assistant on the skills needed to qualify for positions in the Traffic Department. As part of the training sessions, our Traffic Manager met with the Sales Assistant regularly to cover various traffic skills, including how to finalize and run logs, how to handle missing copy, processing National orders, and revisions. The Sales Assistant was ultimately promoted to a supervisory position.
2.	Participation in events sponsored by organizations representing the community	1/7/2020	On January 7, 2020, our SEU hosted the junior leadership of Charlotte group for a tour of our facilities. Station participants included our Market President and On-Air Talent, who spoke with attendees about different career paths in the broadcasting industry and career opportunities at iHM.
3.	Participation in events sponsored by organizations representing the community	3/3/2020	On March 3, 2020, our SEU hosted Leadership of Charlotte group for a station tour. Station participants included our Executive Assistant and On -Air Talent, who spoke with the group about career paths in broadcasting and answered questions from attendees.



Internal Station Files

Re: Cross Training Employees for Advancement

From October 2019 through March 2020, our SEU cross-trained a Sales Assistant on the skills needed to qualify for positions in our Traffic Department. As part of the training sessions our Traffic Manager, Ron Bigley met with the Sales Assistant on a periodic basis and covered various traffic skills, including how to finalize and run logs for the next day, running missing copy reports for AEs, processing National orders and revisions. Following the training, the Sales Assistant was promoted to a supervisory position within the SEU.

A handwritten signature in cursive script that reads "Ronald R. Bigley".

Ron Bigley

A handwritten signature in cursive script that reads "Cheryl Matos".

Cheryl Matos

**WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ,
WZJZ**

RECRUITMENT INITIATIVES FORM

October 1, 2020 - September 30, 2021

	Type of Recruitment Initiative (ex. Job Fair, Internship Program)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Establishment of training programs for station personnel	10/5/2020	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.
2.	Participation in events sponsored by organizations representing the community	12/9/2020	On December 9, 2020, our SEU participated in a networking luncheon hosted by the local Chamber of Commerce at the Lashley 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.
3.	Provision of training to management	12/16/2020	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.
4.	Provision of training to management	8/17/2021	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.

Learning History 168 items



	Name	Content Type	Registration Status	Date Enrolled	Completion Status	Completion Date and Time	Attendance Status	Grade	Score	Record Type
Q	NetSuite - Adjustment Request	Imported Content			Completed	10/21/2020 03:30:26 PM			0	Historical Tracking
Q	Salesforce Classic vs. Lightning	Imported Content			Completed	10/19/2020 11:56:09 AM			0	Historical Tracking
Q	iHeartAnalytics: Web Lift 2.0	Imported Content			Completed	10/15/2020 03:50:44 PM			83	Historical Tracking
Q	Public Political File Compliance Refresher Training for Sellers	Imported Content			Completed	10/05/2020 03:25:58 PM			0	Historical Tracking
Q	Mad Libz	Imported Content			Completed	10/05/2020 03:12:56 PM			0	Historical Tracking
Q	The Difference Between Leadership and Management	Imported Content			Completed	10/05/2020 03:12:50 PM			0	Historical Tracking
Q	Public Political File Compliance Refresher Training for PFDs + SMs	Imported Content			Completed	10/05/2020 03:12:05 PM			0	Historical Tracking
Q	Sales Training	Imported Content			Completed	09/24/2020 01:00:00 PM			0	Historical Tracking
Q	Sales Training	Imported Content			Completed	09/24/2020 01:00:00 PM			0	Historical Tracking
Q	Introduction to Enterprise Copy for CCMs & IRMs	Imported Content			Completed	09/14/2020 10:43:14 AM			0	Historical Tracking
Q	Sales Training	Imported Content			Completed	08/27/2020 12:30:00 PM			0	Historical Tracking





This certificate is awarded to

Robin Craig

for the successful completion of the course

2020 Harassment Prevention: A Commonsense Approach for Managers

By Kantola

Date: 12/16/2020



This certificate is awarded to

Louis Kaplan

for the successful completion of the course

Valuing Diversity: Employee Edition

By Syntrio

Date: 8/17/2021