

**WBGG-FM, WHYI-FM, WINZ, WIOD, WMIA-FM, WMIB, WZTU**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-16, 19-26, 28-34	8
Account Executive	1-16, 19-26, 28-34	16
Account Executive	1-16, 19-26, 28-34	8
Promotions Director	1-6, 8-10, 13-15, 19-21, 23-34	33
National Sales Assistant	1-3, 5-6, 9-10, 13-15, 19-20, 22-25, 28-32, 34	22
Morning Show Co-host	1-3, 5-6, 8-10, 13-15, 17, 19-25, 28-34	8
Technical Producer - The DJ Laz Morning Show with Kimmy B	1-3, 5-6, 9-10, 13-15, 18-20, 22-25, 28-32, 34	18
Midday News/Talk Producer	1-6, 8-10, 13-15, 17, 19-20, 22-25, 28-34	15

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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>
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	Broward Community College 1000 Coconut Creek Blvd Bldg 46/ room 238 Coconut Creek, Florida 33066 Phone : (954)201-2282 Url : www.broward.edu Email : jobsearch@broward.edu Career Services	Y	0
3	Broward Workforce One 7550 Davie Road Extension Hollywood, Florida 33024 Phone : (954)967-1010x138 Url : www.wf1broward.com/ Email : jobs@careersourcebroward.com Jeff Epps	Y	0
4	City College 2000 W Commercial Blvd Suite 200 Ft Lauderdale, Florida 33309 Phone : 954-492-5353x2209 Email : gortiz-velazquez@citycollege.edu Manoucheka Belfond	Y	0
5	Connecticut School of Broadcasting 3450 northlake Boulevard Palm Beach Gdns, Florida 33403 Phone : (561)847-4126 Url : www.gocsb.com Email : info@gocsb.com Fax : 1-561-847-4130 Stacey Skinner	Y	0
6	Connecticut School of Broadcasting-Doral 8600 NW 36 Street, Suite 100, Miami, FL 33166 Miami, Florida 33166 Phone : 305-592-7133 Email : elynn@gocsb.com Erica Lynn	Y	0

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7	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-3486 Email : info@emmabowenfoundation.org Career Services	Y	0
8	Employee Referral	N	9
9	Florida Atlantic University 777 Glades Road Room 222 Boca Raton, Florida 33431 Phone : (561)297-3533 Url : www.fau.edu Email : jberma16@fau.edu Fax : 1-561-297-2740 Jennifer Berman	Y	0
10	Florida State University Career Center University Center 4th level Tallahassee, Florida 32306 Phone : (850) 644-6431 Url : http://www.fsu.edu Email : reception@admin.fsu.edu Michele Burney	Y	0
11	Glassdoor - Not directly contacted by SEU	N	1
12	Google Jobs - Not directly contacted by SEU	N	1
13	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : (757)727-5331 Email : careercenter@hamptonu.edu Bessie Willis	Y	0
14	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

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15	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	8
16	iHM Human Capital Acquisition	N	1
17	Indeed.com - Not directly contacted by SEU	N	2
18	Internal Posting	N	1
19	Johnson & Wales University 1701 NE 127 Street North Miami, Florida 33181 Phone : (305) 892-7030 Url : <a href="http://www.jwu.edu">www.jwu.edu</a> Email : <a href="mailto:craig.skilling@jwu.edu">craig.skilling@jwu.edu</a> Fax : 1-305-892-7030 Career Services	Y	0
20	Lindsey Hopkins Technical College 750 NW 20th Street A-120 Miami, Florida 33127 Phone : (305)324-6070 Ext 7044 Email : <a href="mailto:mdescartes@dadeschools.net">mdescartes@dadeschools.net</a> Maggie Descartes	N	0
21	LinkedIn - Not directly contacted by SEU	N	6
22	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	11
23	Miami Dade College 627 SW 27th Avenue Room 1112 Miami, Florida 33135 Phone : (305)237-6247 Url : <a href="http://www.mdc.edu">www.mdc.edu</a> Email : <a href="mailto:jorge.hernandez2@mdc.edu">jorge.hernandez2@mdc.edu</a> Jorge Hernandez	Y	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>
24	Miami Media School 901 Souoth Miami Avenue Suite 303 Miami, Florida 33130 Phone : 305-728-1120 X 8105 Email : aserrate@beonair.com Ashley Serrate	N	0
25	New Birth Employment Services 13242 N.W. 7th Avenue Miami, Florida 33168 Phone : (305)769-1100 Ext 232 Email : mfreeman@nbbcmiami.org Marietta Freeman	Y	0
26	Non-Employee Referral	N	2
27	On-Air Announcement (One or More SEU Stations)	N	1
28	Pennsylvania State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : (305)863-6081 Url : www.psu.edu Email : rpm163@psu.edu Bob Martin	Y	0
29	SAE Institute of Technology-Miami 16051 West Dixie Highway Suite 200 North Miami Beach, Florida 33160 Phone : 305-944-7494 Email : f.socorro@sae.edu Frank Socorro	Y	0
30	University of Florida 3104 Weimer Hall PO Box 118405 Gainesville, Florida 32611-8405 Phone : 352-392-0771x1158 Email : rgork@wruf.com Renee Gork	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>
31	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:charris@jou.ufl.edu">charris@jou.ufl.edu</a> Fax : 1-352-846-2484 Charles Harris	N	0
32	Universty of Miami P.O. Box 249127 Miami, Florida 33124 Phone : (305)284-2474 Email : <a href="mailto:lherrera@miami.edu">lherrera@miami.edu</a> Fax : 1-305-284-8186 Luis Herrera	Y	0
33	Unknown (source not adequately identified upon inquiry by SEU)	N	5
34	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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>48</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	10/1/2021	Participation in events or programs sponsored by educational institutions	Our SEU hosted an event for students from Killian Senior High School during which on-air personality Frankie P. discussed the secrets to making it in the broadcast industry. The event was created to get seniors excited about working in radio.	2	On air talent promo team
2	10/28/2021	Participation in Job Fairs	Our SEU participated in a job fair at the FLA Live Arena. We set up a booth and discussed job opportunities and the broadcast industry with interested attendees.	3	VP Sales VP Sales Executive Assistant
3	4/9/2022	Participation in events or programs sponsored by educational institutions	Our SEU participated in a panel discussion for students at Broward College. The topic of the panel was "What If I Don't Want to Do News?" Along with the other panelists, our On-Air Talent shared his personal story and professional journey and offered advice and helpful information about careers in broadcasting.	1	On air talent
4	7/29/2022	Participation in events or programs sponsored by educational institutions	Our SEU hosted an event for local students at our studios. Our Market President gave the students a tour and discussed job opportunities in radio as well as her specific responsibilities as Market President. Our Head of IT showed the students our sound room and explained how stations are maintained on-air, along with other technical aspects of broadcasting. The students were also able to watch our on-air personalities live as they were broadcasting.	2	Market president Head engineer
5	8/16/2022	Participation in events or programs sponsored by educational institutions	Our SEU hosted an in-studio event for local students with on-air personality Papa Keith. Seven students participated and were able to sit in-studio with Papa Keith during his live broadcast to observe what it's like being an on-air personality. During breaks, students were able to ask questions.	1	On air talent

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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>
6	9/8/2022	Participation in events or programs sponsored by educational institutions	Our SEU hosted Somerset Academy Charter High School for a job shadow program with our on-air personality Frankie P. Students had the opportunity to host the "Y5 Countdown," participate in on-air contesting, give shout-outs to friends and family, and experience what it is like to be an on-air personality. Students were also given a "behind-the-scenes" look at broadcast operations and participated in a Q&A session regarding careers in broadcasting.	1	On air talent
7	9/24/2022	Provision of training to management	In September 2022, our SEU's SVP of Sales 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	SVP of sales