

WBTP, WDAE, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WXTB
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
Outside Account Executive	1-2, 5, 7-9, 12, 14, 16-22	9
Outside Account Executive	1-2, 5, 7-12, 15, 17-22	9
Outside Account Executive	1-2, 5, 7-12, 15, 17-22	15
Vice President of Sales/Sports and Talk	1-2, 5-22	11
Account Executive	1, 3, 6-9, 17, 20-21	6
WFLZ Morning Show Host	1-5, 7-10, 12-13, 15, 17-22	4

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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 Fax : 1-310-457-8058 Joel Denver	N	0
2	Barry University 11300 NE Second Avenue Miami Shores, Florida 33161-6695 John Moriarty Manual Posting	N	0
3	Connecticut School of Broadcasting 3901 Coconut Palm Drive Tampa, Florida 33619 Phone : 8602887591 Email : missy@gocsb.com Missy Robinson	Y	0
4	Internal Transfer/Promotion	N	1
5	DirectEmployers Association, Inc. 9002 N. Purdue Road, Suite 100 Indianapolis , Indiana Katherine Larrabee Manual Posting	N	0
6	Employee Referral	N	2
7	FL Association of Broadcasters 201 South Monroe Street Ste. 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Lindsay Varn	N	0
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	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	13
10	Indeed.com – Not Directly Contacted by SEU	N	1
11	Indeed.com - Not Directly Contacted by SEU	N	2
12	Inside Radio Texas Phone : 813-832-1000 Miki Parks Manual Posting	N	0
13	Internal Posting	N	0
14	Internal Posting	N	4
15	LinkedIn – Not Directly Contacted by SEU	N	5
16	LinkedIn - Not Directly Contacted by SEU	N	2
17	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Society of Broadcast Engineers 9102 N Meridian St Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 John Poray Manual Posting	N	0
19	On-Air Announcements (one or more SEU stations)	N	0
20	Tampa Radio Websites (one or more SEU stations) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	0
21	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
22	www.MyDamnChannel.com/RAMP 25379 Wayne Mills Place #382 Valencia, California 91355 Phone : 661-294-9408 Kevin Carter Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

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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	10/15/2019	Participation in events or programs sponsored by educational institutions	Our SEU's On-Air Host/Executive Producer served as a speaker via Zoom for the University of Florida's Sports Broadcasting Class. Our On-Air Host/Executive Producer discussed his background, as well as careers in radio, discussed internship and employment opportunities in broadcasting. The event concluded with an open Q&A session for attendees.	1	On Air/Producer
2	9/17/2020	Participation in events or programs sponsored by educational institutions	On September 17, 2020, our SEU participated in the Junior Achievement Finance Park's career day in Tampa, FL. Station participants included our Area President, SVP of Sales and Office Manager. Our station participants spoke to students about careers in radio and employment opportunities in broadcasting generally.	3	Area President SVPS Office Manager
3	2/12/2020	Participation in events or programs sponsored by educational institutions	On February 12, 2020, our SEU participated in the Junior Achievement BizTown's career day event in Tampa, FL. Our SVPP, Area President and Office Manager discussed careers in radio with students and employment opportunities in broadcasting generally.	3	Area President SVPP Office Manager
4	2/18/2020	Participation in events or programs sponsored by educational institutions	Our SEU's On-Air Host/Executive Producer served as a speaker via Zoom for the University of Florida's Sports Broadcasting Class. Our On-Air Host/Executive Producer discussed his background, as well as careers in radio, discussed internship and employment opportunities in broadcasting. The event concluded with an open Q&A session for attendees.	1	On Air/Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	6/22/2020	Hosting of Job Fair	Our SEU hosted the iHeartMedia Career & Education Fair, presented by the State College of Florida. Station participants included the Area President, SVPS, SVPP, and VPS. Our SEU organized and implemented the online career and education fair, which ran from June 22nd through the 26th. Our SEU ran ads to promote event and solicited local businesses to participate. During the event, station participants discussed careers in broadcasting with interested attendees.	4	Area President SVPP SVPS VPS