

**WBTP, WCTQ, WDAE, WDDV, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX,
WRUB, WSDV, WSRZ-FM, WTZB, WXTB**

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
Outside Account Executive	1-5, 7-10, 12, 14-15, 18, 20-24, 26-30, 32	18
Outside Account Executive	1-3, 6-12, 14-18, 20, 22-32	31
Account Executive	1, 3-4, 7, 9, 12-15, 19-20, 22-23, 32	19

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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 2nd Avenue Maimi Shores, Florida 33161 Phone : 305-899-4010 Career Development Center Manual Posting	N	0
3	Connecticut School of Broadcasting 3901 Coconut Palm Drive, Ste. 105 Tampa, Florida 33619 Phone : 813-443-5037 Email : slance@gocsb.com Shayna Lance	Y	0
4	Connecticut School of Broadcasting 3901 Coconut Palm Drive Tampa, Florida 33619 Phone : 8602887591 Email : missy@gocsb.com Missy Robinson Prong 2 Ended Date: 1/19/2022	N	0
5	Employee Referral	N	1
6	Flagler College 74 King St. St. Augustine, Florida 32084 Phone : 904-819-6286 Url : www.flagler.edu/careerdevelopment Tara Stevenson Manual Posting	N	0

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7	Florida A & M University Career Center 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 Phone : 850-599-3700 Email : careercenter@famuedu Melony Washinton	Y	0
8	Florida Agricultural and Mechanical University 1601 S Martin Luther King Jr Blvd, Tallahassee, Florida 32310 Phone : 850-599-3700 Shereada Harrell Manual Posting	N	0
9	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : info@fab.org Lindsay Varn	N	0
10	Florida International University 11200 SW 8th St Miami, Florida 33199 Phone : 305-348-2423 Url : www.career.fiu.edu Carmen Carter Manual Posting	N	0
11	Florida State University 100 South Woodward Avenue Tallahassee, Florida 32306 Phone : 850-644-9771 Url : http://www.career.fsu.edu/ Jeff Garis Manual Posting	N	0
12	Gulf Coast Latin Chamber of Commerce 9040 Town Center Parkway Lakewood Ranch, Florida 34202 Phone : 941-358-7065 Url : http://latinchamber.wildapricot.org/Jobs Email : Guillermpop@thelatinchamber.org LatiNews Editor LatiNews Editor	N	0
13	iHeartMedia Talent Acquisition	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
15	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
16	Indeed.com - Not directly contacted by SEU	N	1
17	Keiser University 6151 Lake Osprey Drive Sarasota, Florida 34240 Phone : 941-907-3900 Unknown Unknown Manual Posting	N	0
18	LinkedIn - Not directly contacted by SEU	N	7
19	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	1
20	Ohio/Illinois Center for Broadcasting 9000 Sweet Valley Drive Cleveland, Ohio 44125 Phone : 216-447-9117 Url : www.funjobsonair.com Email : JHardy@beonair.com Janice Hannah-Hardy	Y	0
21	On-Air Announcement (One or More SEU Stations)	N	1

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22	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0
23	St. Thomas University 16401 NW 37th Ave Opa-locka, Florida 33054 Phone : 305-628-6577 Url : www.stu.edu Email : karina@stu.edu Career Services	N	0
24	State College of Florida 5840 25th Street West Bradenton, Florida 34207 Phone : 941-752-5325 Url : http://www.collegecentral.com/scf Delane Solana Manual Posting	N	0
25	University of Central Florida P.O. Box 160165 Orlando, Florida 32816-0165 Phone : (407) 823-2361 Url : http://career.sdes.ucf.edu/about%20career%20servic Veena Garib Manual Posting	N	0
26	University of Miami 5225 Ponce De Leon Blvd Coral Gables, Florida 33146 Phone : (305) 284-5451 Christian Garcia Manual Posting	N	0
27	University of South Florida 4202 E. Fowler Avenue Tampa, Florida 33620 Phone : 813-974-2171 Career Services Manual Posting	N	0

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28	University of South Florida-Sarasota/Manatee 8350 N. Tamiami Trail SMC A107 Sarasota, Florida 34243 Phone : 941-359-4703 Url : www.sarasota.usf.edu/careercenter Toni Ripo Manual Posting	N	0
29	University of South Florida-St Petersburg 140 7th Avenue South St. Petersburg, Florida 33701 Phone : 727-873-4129 Lesha Shouse Manual Posting	N	0
30	University of Tampa 401 W. Kennedy Blvd Tampa, Florida 33606-1490 Phone : 813-258-7210 Mark Colvenbach Manual Posting	N	0
31	Unknown (source not adequately identified upon inquiry by SEU)	N	1
32	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:			13

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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	10/5/2021	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. Speech is followed by an open 30 minute Q&A.	1	On Air/Producer
2	8/8/2022	Hosting of Job Fair	Our SEU Hosted the TampaBayJobsNow.com Career Fair. Station participants included the Area President, SVPS, SVPP, AE's and On Air talent. This event was hosted at the Embassy Suites by Hilton Tampa located at 3705 Spectrum Blvd, Tampa FL 33612, event ran on 8/8/2022 from the hours of 12pm to 4pm. SEU ran ads to promote event and solicit advertiser participation. During the Career Fair, station participants discussed careers in Broadcasting with interested attendees.	20	Market President SVPP SVPS VPS
3	8/29/2022	Provision of training to management	In August 2022, our SEU's VP 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	VP of sales