

# WBGG-FM, WHYI-FM, WINZ-AM, WIOD-AM, WMGE-FM, WMIA-FM, WMIB-FM

## EEO PUBLIC FILE REPORT

October 1, 2013 - September 30, 2014

### I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-12, 14, 17-18, 20-22, 24-26, 28-31, 34-37	6
News Editor/Anchor/Reporter	1-4, 7-12, 14, 16-18, 20-22, 24-26, 28-31, 34-37	10
Account Executive	1-12, 14, 20-29, 31, 34-38	27
Account Executive	1-12, 14, 20-29, 31, 34-38	10
On-Air Announcer	1-4, 7-12, 14, 16, 18, 20, 22, 24-31, 34, 36-37	10
Sales Assistant	1-5, 7-9, 11-12, 14, 16, 18, 20, 22, 24-26, 28-31, 34-37	16
Account Executive	1-5, 7-12, 14, 16, 20-31, 34-38	10
Account Executive	1-5, 7-12, 14, 16, 20-31, 34-38	10
Account Executive	1-5, 7-12, 14, 16, 20-31, 34-38	27
Account Executive	1-5, 7-12, 14, 16, 20-31, 34-38	10
Account Executive	1-5, 7-12, 14, 16, 20-31, 34-38	10
Account Executive	1-5, 7-12, 14, 16, 20-31, 34-38	10
Account Executive	1-5, 7-12, 14, 16, 20-31, 34-38	30
Digital Content Producer	1-5, 7-12, 14, 16-18, 20-22, 24-26, 28-32, 34-37	32
Morning Show Third Player	1-4, 6-12, 14, 16-18, 20-22, 24-26, 28-31, 35-37	6
Engineer	1-4, 6-9, 11-12, 14, 16, 18, 20-22, 24-31, 33-37	27
Morning Show Co-Host/Producer	1-12, 14, 16, 18-22, 24-26, 28-31, 34-37	10
Morning Show Co-Host/Producer	1-12, 14, 16, 18-22, 24-26, 28-31, 34-37	19
WBGG Program Director	1-22, 24-26, 28-32, 34-37	19
Digital Producer	1-9, 11-12, 14, 17-18, 20-22, 24-26, 28-32, 35-37	6

This report was modified in September 2015 to address minor reporting issues.

Recruitment Sources City College and Keiser University were not notified of certain vacancies due to changed contact information and/or email delivery failures. While these sources did not provide updated information, the SEU has since clarified and/or corrected the information.

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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	Art Institute of Fort Lauderdale 1799 SE 17th Street Fort Lauderdale, Florida 33316 Phone : (954)308-2605 Email : JBerkshire@aia.edu Jodi Berkshire	Y	0
3	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
4	Broward Workforce One 7550 Davie Road Extension Hollywood, Florida 33024 Phone : (954)967-1010x138 Url : www.wf1broward.com/ Email : jepps@careersourcebroward.com Jeff Epps	Y	0
5	City College 2000 W Commercial Blvd Suite 200 Ft Lauderdale, Florida 33309 Phone : 954-492-5353x2209 Email : mbelfond@citycollege.edu Manoucheka Belfond	Y	1
6	Clear Channel Careers Website 200 E Basse Road San Antonio, Texas 78209 Phone : 954-862-2000 Wendy Harmon Manual Posting	N	21

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Connecticut School of Broadcasting 3450 northlake Boulevard Palm Beach Gdns, Florida 33403 Phone : (561)847-4126 Url : www.gocsb.com Email : sskinner@gocsb.com Fax : 1-561-847-4130 Stacey Skinner	Y	0
8	Connecticut School of Broadcasting-Doral 8600 NW 36 Street, Suite 100, Miami, FL 33166 Miami, Florida 33166 Phone : 305-592-7133 Email : jbecerra@gocsb.com Jessica Becerra	Y	0
9	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-975-2597 Email : sdrice@cbs.com Sandra Rice	Y	0
10	Employee Referral 7601 Riviera Blvd Miramar, Florida 33023 Phone : 954-862-2000 Wendy Harmon Manual Posting	N	38
11	Florida Altantic University 777 Glades Road Room 222 Boca Raton, Florida 33431 Phone : (561)297-3533 Url : www.fau.edu Email : jwatson@fau.edu Fax : 1-561-297-2740 James Watson	Y	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
12	Florida State University Career Center University Center 4th level Tallahassee, Florida 32306 Phone : (850) 644-6431 Url : <a href="http://www.fsu.edu">www.fsu.edu</a> Email : <a href="mailto:reception@admin.fsu.edu">reception@admin.fsu.edu</a> Fax : 1-850-644-3273 Michele Burney	Y	0
13	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> OpenHire Source Manual Posting	N	0
14	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : (757)727-5331 Email : <a href="mailto:careercenter@hamptonu.edu">careercenter@hamptonu.edu</a> Bessie Willis	Y	0
15	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
16	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	5

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17	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> OpenHire Source Manual Posting	N	12
18	Internal Posting Florida Career Services Manual Posting	N	2
19	Internal Promotion/Transfer 7601 Riviera Blvd Miramar, Florida 33023 Phone : 954-862-2000 Wendy Harmon Manual Posting	N	2
20	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
21	Keiser University 1500 NW 49th Street Ft. Lauderdale, Florida 33309 Phone : (954)431-4300 Email : <a href="mailto:ksornoza@keiseruniversity.edu">ksornoza@keiseruniversity.edu</a> Kenlly Sornoza	Y	0
22	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	LinkedIn.com Not contacted by SEU 7601 Riviera Blvd Miramar, Florida 33023 Phone : 954-862-3258 Wendy Harmon Manual Posting	N	4
24	Miami Dade College 627 SW 27th Avenue Room 1112 Miami, Florida 33135 Phone : (305)237-6247 Url : www.mdc.edu Email : jorge.hernandez2@mdc.edu Jorge Hernandez	Y	0
25	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
26	New Birth Baptist Enterprize 8400 NE 2nd Avenue Miami, Florida 33138 Phone : (305)757-2199 Ext 225 Email : mfreeman@nbbcmiami.org Marietta Freeman	Y	0
27	Non Employee Referral Florida Career Services Manual Posting	N	4
28	Northside One Stop Center 7900 NW 27th Avenue Suit 200 Miami, Florida 33147 Phone : (305)693-2060x5476 Email : Kelvin.Taylor@CareerSourceSFL.com Kelvin Taylor	Y	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
29	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
30	Radio Station Websites (one or more SEU stations) Florida Career Services Manual Posting	N	1
31	SAE Institute of Technology-Miami 16051 West Dixie Highway Suite 200 North Miami Beach, Florida 33160 Phone : 305-944-7494 Email : f.troope@sae.edu Fiona Troope	Y	0
32	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	2
33	Society of Broadcast Engineers 7601 Riviera Blvd Miramar, Florida 33023 Phone : 954-862-2000 Wendy Harmon Manual Posting	N	2
34	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	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
35	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
36	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 : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0
37	Universty of Miami P.O. Box 249127 Miami, Florida 33124 Phone : (305)284-2474 Email : lherrera@miami.edu Fax : 1-305-284-8186 Luis Herrera	Y	0
38	Walk In/Self Referral Florida Career Services Manual Posting	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>97</b>



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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	10/1/2013	Establishment of an intern program designed to assist members of the community	This SEU regularly hosts interns from local colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern. From August 2013 through December 2013, our SEU hosted 14 interns from Miami Dade College (6), Connecticut School of Broadcasting (3), and Florida International University (5). Three of the interns worked with our WHYI Programming Department under the supervision of our Morning Show Producer, two of the interns worked with our WHYI Promotions Department under the supervision of our Promotions Director, one of the interns worked with our WHYI Production Department under the supervision of our Production Director, one of the interns worked with our WGME Promotions Department under the supervision of our Promotions Director, one of the interns worked with our WGME Programming Department under the supervision of our On-Air Talent, one of the interns worked with our WINZ Programming Department under the supervision of our Motion Show Producer, one of the interns worked with our WINZ Programming Department under the supervision of our Morning Show Producer, one of the interns worked with our WBGG-GM Promotions Department under the supervision of our Promotions Director, one of the interns worked with our WBGG-FM Programming Department under the supervision of our Afternoon Talent, one of the interns worked with our WIOD Programming Department under the supervision of our News Director, and one of the interns worked with our Production Department under the supervision of our Production Director.	See description	See description

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	1/2/2014	Establishment of an intern program designed to assist members of the community	This SEU regularly hosts interns from local colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern. From January 2014 through April 2014, our SEU hosted seven interns from Florida International University (4), Miami Dade College (1), University of Florida (1), and Florida Memorial University (1). Two of the interns worked with our WMIB Programming Department, four of the interns worked with the WHYI Programming Department, and one of the interns worked with our WMIA Programming Department, all under the supervision of the respective On-Air Talent at each station.	See description	See description
3	3/11/2014	Provision of training to management	Our Business Manager participated in an FCC EEO compliance training course conducted by Clear Channel's HR Analyst that covered the FCC's EEO requirements, Clear Channel's EEO compliance program, and the procedures and systems to ensure compliance.	See description	See description

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	5/1/2014	Establishment of an intern program designed to assist members of the community	From May 2014 through August 2014, our SEU hosted 29 interns from University of Florida (3), University of Miami (1), Miami Media School (4), Florida Atlantic University (2), Pennsylvania State University (1), Miami Dade College (2), Broward College (1), Palm Beach State College (1), Florida International University (6), Florida A&M University (1), Connecticut School of Broadcasting (2), University of Alabama (1), City College (1), Coastal Carolina University (1), Bowling Green State University (1), and The Art Instituted of Ft. Lauderdale (1). Four of the interns worked with our WHYI Programming Department under the supervision of our On-Air Talent, six of the interns worked with our WMIB Programming Department under the supervision of our On-Air Talent, seven of the interns worked with our WHYI Promotions Department under the supervision of our Promotions Director, seven of the interns worked with our WMIB Promotions Department under the supervision of our Promotions Director, one of the interns worked with our WMGE Promotions Department under the supervision of our Promotions Director, and two of the interns worked with our WIOD News and Programming Departments under the supervision of our Assistant Program Director. Several of the interns expanded their exposure to careers in broadcasting by working with additional departments throughout the summer.	1	See description