

Kathleen E. Scott
202.719.7577
kscott@wiley.law



Wiley Rein LLP
1776 K Street NW
Washington, DC 20006
Tel: 202.719.7000

wiley.law

June 17, 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
WRUM(FM) Orlando, Florida (FAC. ID# 59976)

Dear Ms. Goldin:

On behalf of iHM Licenses, LLC, licensee of WRUM(FM), Orlando, Florida (FAC. ID # 59976), as well as the commonly owned stations in the Orlando, Florida station employment unit ("SEU"), the undersigned submits the SEU's response¹ to your letter of March 21, 2022 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. Per your request, this submission consists of a sworn statement by Barbara Latham, Area President, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned or Meredith Singer (202-719-7507 or msinger@wiley.law).

Respectfully Submitted,

/s/ Kathleen Scott

Kathleen Scott

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

¹ The SEU was granted an extension of time to file its response through June 20, 2022.

DECLARATION OF BARBARA LATHAM, AREA PRESIDENT

I, Barbara Latham, hereby declare as follows:

1. I am an Area President for iHM Licenses, LLC, the licensee of WRUM, Orlando, Florida, Fac. ID 59976, which is part of a station employment unit based in Orlando, Florida and which includes WJRR(FM), Cocoa Beach, Florida, Fac. ID 51983, WTKS-FM, Cocoa Beach, Florida, Fac. ID 53457, WMGF(FM), Mount Dora, Florida, Fac. ID 51981, WYGM(AM), Orlando, Florida, Fac. ID 51982, WFLF(AM), Pine Hills, Florida, Fac. ID 51970, and WXXL(FM), Tavares, Florida, Fac. ID 29569 (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: <https://rumba100.iheart.com/> (WRUM(FM)); <https://wjrr.iheart.com/> (WJRR(FM)); <https://realradio.iheart.com/> (WTKS-FM); <https://magic107.iheart.com/> WMGF(FM); <https://969thegame.iheart.com/> WYGM(AM); <https://wflaorlando.iheart.com/> (WFLF(AM)); and <https://x11067.iheart.com/> (WXXL(FM)).

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 76 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, the SEU's Finance Specialist, VP of Sales, and Digital Content Manager are responsible for day-to-day recruitment and compliance efforts. Our SEU sends out quarterly recruitment data and reminders via email to the leadership team, and includes full-time vacancy notices in the bi-weekly employee newsletter. This SEU's compliance efforts 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 works with the EEO compliance corporate team to make routine updates to our source list. Our SEU has hosted and participated in multiple events to promote jobs in broadcasting throughout our community.

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

12. In response to Question 4 of the EEO Audit Letter, the licensee affirms that its responses in this submission include data concerning its full-time employees who work at the following station: WRSO(AM), licensed to Star Over Orlando, Inc.¹

Dated: June 17, 2022

[SIGNATURE PAGE FOLLOWS]

¹ Although the Vacancy Data Forms and supporting documentation provided in Attachment B do not reference the employees of station WRSO(AM) in the headers due to a software limitation, the documentation provided in this submission does account for such employees.

**SIGNATURE PAGE TO
DECLARATION OF DECLARATION OF BARBARA LATHAM, 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.

Barbara Latham

BARBARA LATHAM

TAB A

EEO PUBLIC FILE REPORTS

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
and employees of WRSO(AM)**

**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
Account Executive	1-9, 12-25, 27-28	19
Outside Digital Sales Rep	1-7, 9-18, 20-22, 24-25, 27-28	10
Outside Digital Sales Rep	1-9, 11-18, 20-28	26

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
and employees of WRSO(AM)**

**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
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	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
3	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo	Y	0
4	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x104 Email : info@cfu.org Career Services	N	0
7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
and employees of WRSO(AM)**

**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
8	DirectEmployers Association, Inc. 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Katherine Larrabee Manual Posting	N	0
9	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : schulerl@easternflorida.edu Linda DeAngelis	Y	0
10	Employee Referral	N	1
11	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	N	0
12	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
13	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famuedu Melony Washington	N	0
14	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
15	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstephens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens	Y	0

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
and employees of WRSO(AM)**

**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
16	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
17	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
18	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
19	LinkedIn - Not directly contacted by SEU	N	2
20	Rollins College Crummer Graduate School of Business 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407.646.2335 Email : ruschold@rollins.edu Renee Uschold	N	0
21	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu/careers Email : careerdev@seminolestate.edu David Telleria	Y	0
22	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speek@southerntech.edu Stacy Peek	Y	0

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
and employees of WRSO(AM)**

**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
23	Station Websites (one or more SEU stations) 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 N/a N/a Manual Posting	N	0
24	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
25	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerdevelopment@first.edu Career Services	Y	0
26	Unknown (source not adequately identified upon inquiry by SEU)	N	1
27	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	N	0
28	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:			4

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
and employees of WRSO(AM)**

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	4/23/2020	Hosting of Job Fair	On April 23-24, 2020, our SEU hosted the Keep Orlando Working Online Job Fair, a virtual job fair for people who were laid off or furloughed by the COVID-19 Pandemic. The virtual job fair gave job seekers the opportunity to connect with potential employers through video chat. Our SEU organized and hosted the event, and 6 employers in addition to iHeart participated. Our SEU's participants discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, emailed station information, etc.	2	SVPS On Air/Programming
2	5/1/2020	Establishment of a mentoring program	Our SEU established a mentoring program for an area Finance Specialist. Our Director of Finance mentored the Finance Specialist from May 2020 through December 2020. The two met for mentoring sessions once a week and focused on skills that the Finance Specialist could develop to take on more responsibility and advance in her career, including reporting, forecasting, and budgeting. Following the mentoring program, the Finance Specialist's responsibility increased from one market to four markets.	2	Director of Finance Finance Specialist
3	5/21/2020	Participation in other activities designed by the station employment unit	Our SEU hosted the iHeart Education Summit, a virtual event for people who were looking to change their career path during the COVID-19 pandemic, including people who were laid off or furloughed. The summit featured 25 colleges and technical schools, allowing students and recruiters to connect via video chat.	2	SVPS On Air/Programming
4	9/12/2020	Provision of training to management	In September, 2020, one of our SEUs 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	Sr. Promotions Manager

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
and employees of WRSO(AM)**

**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
Commercial Content Manager	1-8, 10-18, 20, 23-28, 31	10
Outside Digital Account Executive	1-9, 11-18, 21, 23-31	30
Commercial Content Manager	1-18, 24-25, 27-29, 31	10
Digital Sales Engineer	1-18, 24-25, 27-29, 31	10
Commercial Content Manager	1-7, 9-19, 21, 24-25, 27-29, 31	10
Outside Digital Account Executive	1-7, 9, 11-18, 21-22, 24-25, 27-29, 31	21

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
and employees of WRSO(AM)**

**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	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	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
3	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo	Y	0
4	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x104 Email : info@cfu.org Career Services	N	0
7	Connecticut School of Broadcstng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
and employees of WRSO(AM)**

**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
8	DirectEmployers Association, Inc. 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Katherine Larrabee Manual Posting	N	0
9	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : schulerl@easternflorida.edu Linda DeAngelis	Y	0
10	Employee Referral	N	4
11	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	N	0
12	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
13	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famuedu Melony Washington	N	0
14	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
15	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstevens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens	Y	0

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
and employees of WRSO(AM)**

**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
16	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
17	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
18	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
19	Indeed.com - Not Directly Contacted by SEU	N	1
20	Internal Candidate	N	1
21	LinkedIn - Not directly contacted by SEU	N	5
22	Monster - Not directly contacted by SEU	N	1
23	Rollins College Crummer Graduate School of Business 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407.646.2335 Email : ruschold@rollins.edu Renee Uschold	N	0
24	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	Y	0

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
and employees of WRSO(AM)**

**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
25	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southernotech.edu Stacy Peek	Y	0
26	Station Websites (one or more SEU stations) 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 N/a N/a Manual Posting	N	0
27	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
28	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerdevelopment@first.edu Career Services	Y	0
29	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	N	0
30	Word of Mouth Referral	N	1
31	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

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
and employees of WRSO(AM)**

**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	5/12/2021	Participation in Job Fairs	Our SEU participated in a community job fair at the Central Florida Fairgrounds. Our VP of Sales spoke to community members about iHeartMedia Careers and discussed and employment opportunities in broadcasting generally, handed out station information, etc.	1	VP of Sales
2	7/14/2021	Participation in Job Fairs	Our SEU participated in a community job fair at the Central Florida Fairgrounds. Our VP of Sales Central Florida Area spoke to community members about iHeartMedia Careers and discussed and employment opportunities in broadcasting generally, handed out station information, etc.	1	VP of Sales
3	8/16/2021	Provision of training to management	In August 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	VP of Sales
4	9/8/2021	Participation in Job Fairs	Our SEU participated in a community job fair at the Central Florida Fairgrounds. Our VP of Sales Central Florida Area spoke to community members about iHeartMedia Careers and discussed and employment opportunities in broadcasting generally, handed out station information, etc.	1	VP of Sales

TAB B

VACANCY DOCUMENTATION

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Account Executive

Recruitment source referring hiree: LinkedIn - Not directly contacted by SEU

Date of hire: 1/6/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	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
3	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo	Y	0
4	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x104 Email : info@cful.org Career Services	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Account Executive

Recruitment source referring hiree: LinkedIn - Not directly contacted by SEU

Date of hire: 1/6/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0
8	DirectEmployers Association, Inc. 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Katherine Larrabee Manual Posting	N	0
9	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : schulerl@easternflorida.edu Linda DeAngelis	Y	0
12	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
13	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famu.edu Melony Washington	N	0
14	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Account Executive

Recruitment source referring hire: LinkedIn - Not directly contacted by SEU

Date of hire: 1/6/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
15	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstephens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens	Y	0
16	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
17	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
18	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
19	LinkedIn - Not directly contacted by SEU	N	2
20	Rollins College Crummer Graduate School of Business 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407.646.2335 Email : ruschold@rollins.edu Renee Uschold	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Account Executive

Recruitment source referring hiree: LinkedIn - Not directly contacted by SEU

Date of hire: 1/6/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
21	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	Y	0
22	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southernstech.edu Stacy Peek	Y	0
23	Station Websites (one or more SEU stations) 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 N/a N/a Manual Posting	N	0
24	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
25	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerdevelopment@first.edu Career Services	Y	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Account Executive

Recruitment source referring hiree: LinkedIn - Not directly contacted by SEU

Date of hire: 1/6/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
27	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	N	0
28	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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Account Executive

Position: Account Executive

Hire Date: January 6, 2020

This report, generated by Broadcast1Source, verifies that WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM 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.
- Monitors competition to continually find new account leads.

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Account Executive

- 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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for 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

Maitland, FL: 2500 Maitland Center Parkway, Suite 401, 32751

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, 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:

Additional Information:

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Account Executive

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Maitland-FL/Account-Executive_Req18377-1

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 Schanae Wright at schanaewright@iheartmedia.com

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Account Executive

RS Number	Recruiting Source	Date and Time
1	African-American Chamber of Commerce: Central Florida E-mail: info@blackcommerce.org	Sent: 7/9/2019 2:43:07 PM
2	All Access Music E-mail: jdenver@allaccess.com	Sent: 7/9/2019 2:43:10 PM
3	Altierus Career College E-mail: ccaolo@altierus.edu	Sent: 7/9/2019 2:43:12 PM
4	Barry University E-mail: careerservices@mail.barry.edu	Sent: 7/9/2019 2:43:05 PM
5	Central FL Employment Council E-mail: CFEC@CFEC.org	Sent: 7/9/2019 2:43:05 PM
6	Central Florida Urban League E-mail: YGonzalez@cful.org	Sent: 7/9/2019 2:43:03 PM
7	Connecticut School of Broadcastng E-mail: Rthomas@gocsb.com	Sent: 7/9/2019 2:43:07 PM
9	Eastern Florida State College E-mail: deangelisl@easternflorida.edu	Sent: 7/9/2019 2:43:09 PM
12	FL Association of Broadcasters E-mail: intern@fab.org	Sent: 7/9/2019 2:43:05 PM
13	Florida A&M E-mail: careercenter@famu.edu	Sent: 7/9/2019 2:43:04 PM
14	Full Sail E-mail: hthompson@fullsail.com	Sent: 7/9/2019 2:43:06 PM
15	Hillsborough Community College E-mail: bstephens@hccfl.edu	Sent: 7/9/2019 2:43:06 PM
16	Hispanic Chamber of Commerce of Metro Orlando E-mail: info@HispanicChamber.net	Sent: 7/9/2019 2:43:08 PM
20	Rollins College Crummer Graduate School of Business E-mail: ruschold@rollins.edu	Sent: 7/9/2019 2:43:08 PM
21	Seminole State College E-mail: careerdev@seminolestate.edu	Sent: 7/9/2019 2:43:04 PM
22	Southern Tech College E-mail: speak@southerntech.edu	Sent: 7/9/2019 2:43:07 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Account Executive

RS Number	Recruiting Source	Date and Time
24	Stetson University E-mail: career@stetson.edu	Sent: 7/9/2019 2:43:04 PM
25	The F.I.R.S.T School E-mail: careerdevelopment@first.edu	Sent: 7/9/2019 2:43:10 PM
27	Valencia College E-mail: cdiaz@valenciacollege.edu	Sent: 7/9/2019 2:43:11 PM
28	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 7/9/2019 2:43:02 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Sales Rep

Recruitment source referring hiree: Employee Referral

Date of hire: 8/24/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	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
3	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo	Y	0
4	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x104 Email : info@cful.org Career Services	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Sales Rep

Recruitment source referring hiree: Employee Referral

Date of hire: 8/24/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0
9	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : schulerl@easternflorida.edu Linda DeAngelis	Y	0
10	Employee Referral	N	1
11	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	N	0
12	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
13	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famu.edu Melony Washington	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Sales Rep

Recruitment source referring hiree: Employee Referral

Date of hire: 8/24/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
14	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
15	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstephens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens	Y	0
16	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
17	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
18	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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Sales Rep

Recruitment source referring hiree: Employee Referral

Date of hire: 8/24/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
20	Rollins College Crummer Graduate School of Business 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407.646.2335 Email : ruschold@rollins.edu Renee Uschold	N	0
21	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	Y	0
22	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southern.tech.edu Stacy Peek	Y	0
24	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
25	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerdevelopment@first.edu Career Services	Y	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Sales Rep

Recruitment source referring hiree: Employee Referral

Date of hire: 8/24/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
27	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	N	0
28	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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Outside Digital Sales Rep

Position: Outside Digital Sales Rep

Hire Date: August 24, 2020

This report, generated by Broadcast1Source, verifies that WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM 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:

Strong background in Digital Sales and digital advertising services. 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

- Strong digital knowledge in selling to large advertisers' digital products and services.
- 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.
- 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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Outside Digital Sales Rep

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

- Experience in Digital Advertising Sales
- 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

Work Experience

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

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

Maitland, FL: 2500 Maitland Center Parkway, Suite 401, 32751

Position Type

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Outside Digital Sales Rep

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:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Maitland-FL/Outside-Digital-Sales-Rep_Req21565

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 Erick Espinosa at erickespinosa@iheartmedia.com

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Outside Digital Sales Rep

RS Number	Recruiting Source	Date and Time
1	African-American Chamber of Commerce: Central Florida E-mail: info@blackcommerce.org	Sent: 7/24/2020 1:15:26 PM
2	All Access Music E-mail: jdenver@allaccess.com	Sent: 7/24/2020 1:15:28 PM
3	Altierus Career College E-mail: ccaolo@altierus.edu	Sent: 7/24/2020 1:15:29 PM
4	Barry University E-mail: careerservices@mail.barry.edu	Sent: 7/24/2020 1:15:25 PM
5	Central FL Employment Council E-mail: CFEC@CFEC.org	Sent: 7/24/2020 1:15:24 PM
6	Central Florida Urban League E-mail: DHoward@cful.org	Sent: 7/24/2020 1:15:22 PM
7	Connecticut School of Broadcastng E-mail: Rthomas@gocsb.com	Sent: 7/24/2020 1:15:26 PM
9	Eastern Florida State College E-mail: schulerl@easternflorida.edu	Sent: 7/24/2020 1:15:27 PM
11	Everest University Prong 2 Ended Date: 1/3/2018 E-mail: Danielle.Thornton@Zenith.org	Sent: 7/24/2020 1:15:24 PM
12	FL Association of Broadcasters E-mail: intern@fab.org	Sent: 7/24/2020 1:15:24 PM
13	Florida A&M E-mail: careercenter@famu.edu	Sent: 7/24/2020 1:15:23 PM
14	Full Sail E-mail: hthompson@fullsail.com	Sent: 7/24/2020 1:15:25 PM
15	Hillsborough Community College E-mail: bstephens@hccfl.edu	Sent: 7/24/2020 1:15:25 PM
16	Hispanic Chamber of Commerce of Metro Orlando E-mail: info@HispanicChamber.net	Sent: 7/24/2020 1:15:27 PM
20	Rollins College Crummer Graduate School of Business E-mail: ruschold@rollins.edu	Sent: 7/24/2020 1:15:27 PM
21	Seminole State College E-mail: careerdev@seminolestate.edu	Sent: 7/24/2020 1:15:23 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Outside Digital Sales Rep

RS Number	Recruiting Source	Date and Time
22	Southern Tech College E-mail: speak@southerntech.edu	Sent: 7/24/2020 1:15:26 PM
24	Stetson University E-mail: career@stetson.edu	Sent: 7/24/2020 1:15:23 PM
25	The F.I.R.S.T School E-mail: careerdevelopment@first.edu	Sent: 7/24/2020 1:15:28 PM
27	Valencia College E-mail: jobs@valenciacollege.edu	Sent: 7/24/2020 1:15:28 PM
28	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 7/24/2020 1:15:22 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Sales Rep

Recruitment source referring hiree: Unknown (source not adequately identified upon inquiry by SEU)

Date of hire: 9/28/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	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
3	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo	Y	0
4	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x104 Email : info@cful.org Career Services	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Sales Rep

Recruitment source referring hiree: Unknown (source not adequately identified upon inquiry by SEU)

Date of hire: 9/28/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0
8	DirectEmployers Association, Inc. 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Katherine Larrabee Manual Posting	N	0
9	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : schulerl@easternflorida.edu Linda DeAngelis	Y	0
11	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	N	0
12	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
13	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famu.edu Melony Washington	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Sales Rep

Recruitment source referring hiree: Unknown (source not adequately identified upon inquiry by SEU)

Date of hire: 9/28/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
14	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
15	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstephens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens	Y	0
16	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
17	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
18	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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Sales Rep

Recruitment source referring hiree: Unknown (source not adequately identified upon inquiry by SEU)

Date of hire: 9/28/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
20	Rollins College Crummer Graduate School of Business 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407.646.2335 Email : ruschold@rollins.edu Renee Uschold	N	0
21	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	Y	0
22	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southernstech.edu Stacy Peek	Y	0
23	Station Websites (one or more SEU stations) 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 N/a N/a Manual Posting	N	0
24	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Sales Rep

Recruitment source referring hiree: Unknown (source not adequately identified upon inquiry by SEU)

Date of hire: 9/28/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
25	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerdevelopment@first.edu Career Services	Y	0
26	Unknown (source not adequately identified upon inquiry by SEU)	N	1
27	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	N	0
28	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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Outside Digital Sales Rep

Position: Outside Digital Sales Rep

Hire Date: September 28, 2020

This report, generated by Broadcast1Source, verifies that WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM 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:

Strong background in Digital Sales and digital advertising services. 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

- Strong digital knowledge in selling to large advertisers' digital products and services.
- 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.
- 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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Outside Digital Sales Rep

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

- Experience in Digital Advertising Sales
- 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

Work Experience

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

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

Maitland, FL: 2500 Maitland Center Parkway, Suite 401, 32751

Position Type

Regular

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Outside Digital Sales Rep

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:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Maitland-FL/Outside-Digital-Sales-Rep_Req21842

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 Erick Espinosa at erickespinosa@iheartmedia.com

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Outside Digital Sales Rep

RS Number	Recruiting Source	Date and Time
1	African-American Chamber of Commerce: Central Florida E-mail: info@blackcommerce.org	Sent: 8/28/2020 6:27:41 PM
2	All Access Music E-mail: jdenver@allaccess.com	Sent: 8/28/2020 6:27:43 PM
3	Altierus Career College E-mail: ccaolo@altierus.edu	Sent: 8/28/2020 6:27:45 PM
4	Barry University E-mail: careerservices@mail.barry.edu	Sent: 8/28/2020 6:27:39 PM
5	Central FL Employment Council E-mail: CFEC@CFEC.org	Sent: 8/28/2020 6:27:39 PM
6	Central Florida Urban League E-mail: DHoward@cful.org	Sent: 8/28/2020 6:27:37 PM
7	Connecticut School of Broadcastng E-mail: Rthomas@gocsb.com	Sent: 8/28/2020 6:27:40 PM
9	Eastern Florida State College E-mail: schulerl@easternflorida.edu	Sent: 8/28/2020 6:27:42 PM
11	Everest University Prong 2 Ended Date: 1/3/2018 E-mail: Danielle.Thornton@Zenith.org	Sent: 8/28/2020 6:27:38 PM
12	FL Association of Broadcasters E-mail: intern@fab.org	Sent: 8/28/2020 6:27:39 PM
13	Florida A&M E-mail: careercenter@famu.edu	Sent: 8/28/2020 6:27:38 PM
14	Full Sail E-mail: hthompson@fullsail.com	Sent: 8/28/2020 6:27:40 PM
15	Hillsborough Community College E-mail: bstephens@hccfl.edu	Sent: 8/28/2020 6:27:40 PM
16	Hispanic Chamber of Commerce of Metro Orlando E-mail: info@HispanicChamber.net	Sent: 8/28/2020 6:27:42 PM
20	Rollins College Crummer Graduate School of Business E-mail: ruschold@rollins.edu	Sent: 8/28/2020 6:27:42 PM
21	Seminole State College E-mail: careerdev@seminolestate.edu	Sent: 8/28/2020 6:27:37 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Outside Digital Sales Rep

RS Number	Recruiting Source	Date and Time
22	Southern Tech College E-mail: speak@southerntech.edu	Sent: 8/28/2020 6:27:41 PM
24	Stetson University E-mail: career@stetson.edu	Sent: 8/28/2020 6:27:38 PM
25	The F.I.R.S.T School E-mail: careerdevelopment@first.edu	Sent: 8/28/2020 6:27:43 PM
27	Valencia College E-mail: jobs@valenciacollege.edu	Sent: 8/28/2020 6:27:44 PM
28	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 8/28/2020 6:27:36 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 10/5/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	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
3	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo	Y	0
4	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x104 Email : info@cful.org Career Services	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 10/5/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0
8	DirectEmployers Association, Inc. 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Katherine Larrabee Manual Posting	N	0
10	Employee Referral	N	1
11	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	N	0
12	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
13	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famu.edu Melony Washington	N	0
14	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 10/5/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
15	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstephens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens	Y	0
16	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
17	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
18	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
20	Internal Candidate	N	1
23	Rollins College Crummer Graduate School of Business 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407.646.2335 Email : ruschold@rollins.edu Renee Uschold	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 10/5/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
24	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	Y	0
25	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southernstech.edu Stacy Peek	Y	0
26	Station Websites (one or more SEU stations) 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 N/a N/a Manual Posting	N	0
27	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
28	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerdevelopment@first.edu Career Services	Y	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 10/5/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
31	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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

Position: Commercial Content Manager

Hire Date: October 5, 2020

This report, generated by Broadcast1Source, verifies that WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM 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:

Commercial Content Manager - Secures commercial copy and related instructional material. Coordinates directly with Account Executives, production departments, agencies, and commercial providers to ensure all instructions and spots are received, processed, and aired for each advertiser. Uses traffic management software to maintain accurate records of all commercial copy. May backup Inventory Revenue Manager as necessary. Possesses knowledge of FCC legislation and procedures.

Responsibilities

- Manage incoming commercial copy and schedule accordingly
- Contacting advertising agencies to request commercial copy and traffic instructions
- Accurately process agency traffic instructions. Some instructions may include complex copy splits, blackout dates, and copy revisions
- Work closely with Sales Department as well as local and national agencies to ensure rotation runs correctly
- Apply changes in copy or rotation that might occur with schedule
- Maintain file of all commercial copy and instructions
- Completes all network production (i.e., barter spots, affidavits)
- May require flexibility in work schedules
- Assisting with meeting department deadlines

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

- Tracking and responding to incoming Continuity Operations email
- Assist sales coordinator in solving billing discrepancies
- Additional responsibilities as assigned by manager

Qualifications

- Ability to work independently and with a team
- Proficient in Microsoft Office suite
- Familiarity with Salesforce/Viero/vCreative systems a plus
- Ability to learn new systems quickly
- Proven ability to read and interpret documents such as operating and maintenance instruction procedure manuals, and insertion/purchase orders
- Excellent time management; ability to plan and organize, set priorities and multi task in a fast-paced environment
- Strong attention to detail, and high work standards
- Excellent written and oral communication skills
- Demonstrated data entry skills
- High school diploma or equivalent

Certifications

- None required

Location

Maitland, FL: 2500 Maitland Center Parkway, Suite 401, 32751

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.

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

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

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Maitland-FL/Commercial-Content-Manager_Req21553

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 Cheryl Wiedenhoef at cherylwiedenhoef@iheartmedia.com

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

RS Number	Recruiting Source	Date and Time
1	African-American Chamber of Commerce: Central Florida E-mail: info@blackcommerce.org	Sent: 7/21/2020 12:29:40 PM
2	All Access Music E-mail: jdenver@allaccess.com	Sent: 7/21/2020 12:29:42 PM
3	Altierus Career College E-mail: ccaolo@altierus.edu	Sent: 7/21/2020 12:29:43 PM
4	Barry University E-mail: careerservices@mail.barry.edu	Sent: 7/21/2020 12:29:38 PM
5	Central FL Employment Council E-mail: CFEC@CFEC.org	Sent: 7/21/2020 12:29:38 PM
6	Central Florida Urban League E-mail: DHoward@cful.org	Sent: 7/21/2020 12:29:35 PM
7	Connecticut School of Broadcastng E-mail: Rthomas@gocsb.com	Sent: 7/21/2020 12:29:39 PM
11	Everest University Prong 2 Ended Date: 1/3/2018 E-mail: Danielle.Thornton@Zenith.org	Sent: 7/21/2020 12:29:37 PM
12	FL Association of Broadcasters E-mail: intern@fab.org	Sent: 7/21/2020 12:29:37 PM
13	Florida A&M E-mail: careercenter@famu.edu	Sent: 7/21/2020 12:29:37 PM
14	Full Sail E-mail: hthompson@fullsail.com	Sent: 7/21/2020 12:29:39 PM
15	Hillsborough Community College E-mail: bstephens@hccfl.edu	Sent: 7/21/2020 12:29:38 PM
16	Hispanic Chamber of Commerce of Metro Orlando E-mail: info@HispanicChamber.net	Sent: 7/21/2020 12:29:41 PM
23	Rollins College Crummer Graduate School of Business E-mail: ruschold@rollins.edu	Sent: 7/21/2020 12:29:40 PM
24	Seminole State College E-mail: careerdev@seminolestate.edu	Sent: 7/21/2020 12:29:36 PM
25	Southern Tech College E-mail: speak@southerntech.edu	Sent: 7/21/2020 12:29:39 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

RS Number	Recruiting Source	Date and Time
27	Stetson University E-mail: career@stetson.edu	Sent: 7/21/2020 12:29:36 PM
28	The F.I.R.S.T School E-mail: careerdevelopment@first.edu	Sent: 7/21/2020 12:29:42 PM
31	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 7/21/2020 12:29:35 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Account Executive

Recruitment source referring hiree: Word of Mouth Referral

Date of hire: 6/14/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	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
3	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo	Y	0
4	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x104 Email : info@cful.org Career Services	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Account Executive

Recruitment source referring hiree: Word of Mouth Referral

Date of hire: 6/14/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0
8	DirectEmployers Association, Inc. 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Katherine Larrabee Manual Posting	N	0
9	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : schulerl@easternflorida.edu Linda DeAngelis	Y	0
11	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	N	0
12	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
13	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@fam.u.edu Melony Washington	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Account Executive

Recruitment source referring hiree: Word of Mouth Referral

Date of hire: 6/14/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
14	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
15	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstephens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens	Y	0
16	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
17	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
18	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
21	LinkedIn - Not directly contacted by SEU	N	3

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Account Executive

Recruitment source referring hiree: Word of Mouth Referral

Date of hire: 6/14/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
23	Rollins College Crummer Graduate School of Business 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407.646.2335 Email : ruschold@rollins.edu Renee Uschold	N	0
24	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	Y	0
25	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southernstech.edu Stacy Peek	Y	0
26	Station Websites (one or more SEU stations) 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 N/a N/a Manual Posting	N	0
27	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Account Executive

Recruitment source referring hiree: Word of Mouth Referral

Date of hire: 6/14/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
28	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerdevelopment@first.edu Career Services	Y	0
29	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	N	0
30	Word of Mouth Referral	N	1
31	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:			4

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Fax and E-mail verification summary report for Outside Digital Account Executive

Position: Outside Digital Account Executive

Hire Date: June 14, 2021

This report, generated by Broadcast1Source, verifies that WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM 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:

Strong background in Digital Sales and digital advertising services. 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

- Strong digital knowledge in selling to large advertisers' digital products and services.
- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in the 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 the market, platform, and station information.
- Maintains client communication and ensures client satisfaction.
- 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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Fax and E-mail verification summary report for Outside Digital Account Executive

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

- Experience in Digital Advertising Sales 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 Work Experience
- 2+ years in Digital media/advertising sales is preferred, but not required
 - Salesforce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

Orlando, FL: 400 South Herndon Avenue, 32803

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Fax and E-mail verification summary report for Outside Digital Account Executive

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:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Orlando-FL-Herndon/Outside-Digital-Account-Executive_Req21769

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 Erick Espinosa at erickespinosa@iheartmedia.com

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Fax and E-mail verification summary report for Outside Digital Account Executive

RS Number	Recruiting Source	Date and Time
1	African-American Chamber of Commerce: Central Florida E-mail: info@blackcommerce.org	Sent: 8/28/2020 6:38:15 PM
2	All Access Music E-mail: jdenver@allaccess.com	Sent: 8/28/2020 6:38:17 PM
3	Altierus Career College E-mail: ccaolo@altierus.edu	Sent: 8/28/2020 6:38:19 PM
4	Barry University E-mail: careerservices@mail.barry.edu	Sent: 8/28/2020 6:38:13 PM
5	Central FL Employment Council E-mail: CFEC@CFEC.org	Sent: 8/28/2020 6:38:13 PM
6	Central Florida Urban League E-mail: DHoward@cful.org	Sent: 8/28/2020 6:38:11 PM
7	Connecticut School of Broadcastng E-mail: Rthomas@gocsb.com	Sent: 8/28/2020 6:38:14 PM
9	Eastern Florida State College E-mail: schulerl@easternflorida.edu	Sent: 8/28/2020 6:38:16 PM
11	Everest University Prong 2 Ended Date: 1/3/2018 E-mail: Danielle.Thornton@Zenith.org	Sent: 8/28/2020 6:38:12 PM
12	FL Association of Broadcasters E-mail: intern@fab.org	Sent: 8/28/2020 6:38:13 PM
13	Florida A&M E-mail: careercenter@famu.edu	Sent: 8/28/2020 6:38:12 PM
14	Full Sail E-mail: hthompson@fullsail.com	Sent: 8/28/2020 6:38:14 PM
15	Hillsborough Community College E-mail: bstephens@hccfl.edu	Sent: 8/28/2020 6:38:14 PM
16	Hispanic Chamber of Commerce of Metro Orlando E-mail: info@HispanicChamber.net	Sent: 8/28/2020 6:38:16 PM
23	Rollins College Crummer Graduate School of Business E-mail: ruschold@rollins.edu	Sent: 8/28/2020 6:38:15 PM
24	Seminole State College E-mail: careerdev@seminolestate.edu	Sent: 8/28/2020 6:38:11 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM**Fax and E-mail verification summary report for Outside Digital Account Executive**

RS Number	Recruiting Source	Date and Time
25	Southern Tech College E-mail: speak@southerntech.edu	Sent: 8/28/2020 6:38:15 PM
27	Stetson University E-mail: career@stetson.edu	Sent: 8/28/2020 6:38:11 PM
28	The F.I.R.S.T School E-mail: careerdevelopment@first.edu	Sent: 8/28/2020 6:38:17 PM
29	Valencia College E-mail: jobs@valenciacollege.edu	Sent: 8/28/2020 6:38:18 PM
31	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 8/28/2020 6:38:10 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 11/23/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	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
3	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo	Y	0
4	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x104 Email : info@cful.org Career Services	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 11/23/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0
8	DirectEmployers Association, Inc. 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Katherine Larrabee Manual Posting	N	0
9	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : schulerl@easternflorida.edu Linda DeAngelis	Y	0
10	Employee Referral	N	1
11	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	N	0
12	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
13	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famuedu Melony Washington	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 11/23/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
14	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
15	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstephens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens	Y	0
16	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
17	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
18	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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 11/23/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
24	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	Y	0
25	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southernstech.edu Stacy Peek	Y	0
27	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
28	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerdevelopment@first.edu Career Services	Y	0
29	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 11/23/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
31	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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

Position: Commercial Content Manager

Hire Date: November 23, 2020

This report, generated by Broadcast1Source, verifies that WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM 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:

Commercial Content Manager - Secures commercial copy and related instructional material. Coordinates directly with Account Executives, production departments, agencies, and commercial providers to ensure all instructions and spots are received, processed, and aired for each advertiser. Uses traffic management software to maintain accurate records of all commercial copy. May backup Inventory Revenue Manager as necessary. Possesses knowledge of FCC legislation and procedures.

Responsibilities

- Manage incoming commercial copy and schedule accordingly
- Contacting advertising agencies to request commercial copy and traffic instructions
- Accurately process agency traffic instructions. Some instructions may include complex copy splits, blackout dates, and copy revisions
- Work closely with Sales Department as well as local and national agencies to ensure rotation runs correctly
- Apply changes in copy or rotation that might occur with schedule
- Maintain file of all commercial copy and instructions
- Completes all network production (i.e., barter spots, affidavits)
- May require flexibility in work schedules
- Assisting with meeting department deadlines

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

- Tracking and responding to incoming Continuity Operations email
- Assist sales coordinator in solving billing discrepancies
- Additional responsibilities as assigned by manager

Qualifications

- Ability to work independently and with a team
- Proficient in Microsoft Office suite
- Familiarity with Salesforce/Viero/vCreative systems a plus
- Ability to learn new systems quickly
- Proven ability to read and interpret documents such as operating and maintenance instruction procedure manuals, and insertion/purchase orders
- Excellent time management; ability to plan and organize, set priorities and multi task in a fast-paced environment
- Strong attention to detail, and high work standards
- Excellent written and oral communication skills
- Demonstrated data entry skills
- High school diploma or equivalent

Certifications

- None required

Location

Maitland, FL: 2500 Maitland Center Parkway, Suite 401, 32751

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.

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

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

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Maitland-FL/Commercial-Content-Manager_Req21999

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 Erick Espinosa at erickespinosa@iheartmedia.com

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

RS Number	Recruiting Source	Date and Time
1	African-American Chamber of Commerce: Central Florida E-mail: info@blackcommerce.org	Sent: 9/24/2020 12:51:18 PM
2	All Access Music E-mail: jdenver@allaccess.com	Sent: 9/24/2020 12:51:20 PM
3	Altierus Career College E-mail: ccaolo@altierus.edu	Sent: 9/24/2020 12:51:21 PM
4	Barry University E-mail: careerservices@mail.barry.edu	Sent: 9/24/2020 12:51:16 PM
5	Central FL Employment Council E-mail: CFEC@CFEC.org	Sent: 9/24/2020 12:51:16 PM
6	Central Florida Urban League E-mail: DHoward@cful.org	Sent: 9/24/2020 12:51:14 PM
7	Connecticut School of Broadcastng E-mail: Rthomas@gocsb.com	Sent: 9/24/2020 12:51:18 PM
9	Eastern Florida State College E-mail: schulerl@easternflorida.edu	Sent: 9/24/2020 12:51:19 PM
11	Everest University Prong 2 Ended Date: 1/3/2018 E-mail: Danielle.Thornton@Zenith.org	Sent: 9/24/2020 12:51:15 PM
12	FL Association of Broadcasters E-mail: intern@fab.org	Sent: 9/24/2020 12:51:16 PM
13	Florida A&M E-mail: careercenter@famu.edu	Sent: 9/24/2020 12:51:15 PM
14	Full Sail E-mail: hthompson@fullsail.com	Sent: 9/24/2020 12:51:17 PM
15	Hillsborough Community College E-mail: bstephens@hccfl.edu	Sent: 9/24/2020 12:51:17 PM
16	Hispanic Chamber of Commerce of Metro Orlando E-mail: info@HispanicChamber.net	Sent: 9/24/2020 12:51:19 PM
24	Seminole State College E-mail: careerdev@seminolestate.edu	Sent: 9/24/2020 12:51:14 PM
25	Southern Tech College E-mail: speak@southerntech.edu	Sent: 9/24/2020 12:51:18 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

RS Number	Recruiting Source	Date and Time
27	Stetson University E-mail: career@stetson.edu	Sent: 9/24/2020 12:51:14 PM
28	The F.I.R.S.T School E-mail: careerdevelopment@first.edu	Sent: 9/24/2020 12:51:20 PM
29	Valencia College E-mail: jobs@valenciacollege.edu	Sent: 9/24/2020 12:51:20 PM
31	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 9/24/2020 12:51:13 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Digital Sales Engineer

Recruitment source referring hiree: Employee Referral

Date of hire: 11/2/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	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
3	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo	Y	0
4	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x104 Email : info@cful.org Career Services	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Digital Sales Engineer

Recruitment source referring hiree: Employee Referral

Date of hire: 11/2/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0
8	DirectEmployers Association, Inc. 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Katherine Larrabee Manual Posting	N	0
9	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : schulerl@easternflorida.edu Linda DeAngelis	Y	0
10	Employee Referral	N	1
11	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	N	0
12	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
13	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@fam.u.edu Melony Washington	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Digital Sales Engineer

Recruitment source referring hiree: Employee Referral

Date of hire: 11/2/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
14	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
15	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstephens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens	Y	0
16	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
17	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
18	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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Digital Sales Engineer

Recruitment source referring hiree: Employee Referral

Date of hire: 11/2/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
24	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	Y	0
25	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southernstech.edu Stacy Peek	Y	0
27	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
28	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerdevelopment@first.edu Career Services	Y	0
29	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Digital Sales Engineer

Recruitment source referring hiree: Employee Referral

Date of hire: 11/2/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
31	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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Digital Sales Engineer

Position: Digital Sales Engineer

Hire Date: November 2, 2020

This report, generated by Broadcast1Source, verifies that WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM 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:

Conducts financial modeling of prospective digital business ventures.

Responsibilities:

- Works with sales team to create digital online services' strategic and/or prospective business ventures
- Supports the negotiation of business development opportunities via statistical analyses and other assessment techniques
- Work with national team to implement local market digital marketing strategies using all necessary tools (e.g. website, emails, social media and blogs)
- Build strong clients relationships through social media interaction. work to develop client recaps for biggest clients
- Keep up-to-date with our audience's preferences and proactively suggest new campaigns. Establish best practices in digital marketing
- Stay up-to-date with digital technologies
- Knowledge in digital product features and benefits Including Ad Tagging, Rich Media, Data Sharing for attribution and effectiveness, Audience Targeting, Viewability Studies, Systems (Adswizz, Operative, DoubleClick, and Adobe(Lotame)
- Focus on how digital products and results inter operate with our broadcast offerings.
- Support Market salespeople with clients for the sale of digital solutions like Targeted Streaming Audio,

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Digital Sales Engineer

SmartAudio, Programmatic, Audience based selling, Audience Extension, Digital Takeovers etc.

- Work with Market sellers to create a complete digital proposal that meets the needs of the client, utilizes our best assets and complements the broadcast and other offline elements of an iHM proposal
- Work with sales clients to direct campaign optimization efforts

Qualifications:

- 3-5 years Digital Strategy experience. Google Analytics and IAB certification preferred
- Able to work quickly and efficiently, delivering high quality results under the pressure of deadlines, with routinely quick turn-around times
- Excellent project management and prioritization skills with strong attention to detail, and high work standards
- Excellent oral and written communication skills; proven writing, editing, proofreading and copy-writing ability
- Can work collaboratively with a team, independently and under close direction
- Ability to work quickly and change priorities to adhere to daily deadlines; able to shift gears quickly
- TV or Print Digital Planning or Agency Digital Account Management preferred

Location

Maitland, FL: 2500 Maitland Center Parkway, Suite 401, 32751

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:

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Digital Sales Engineer

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Maitland-FL/Digital-Sales-Engineer_Req22299

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 Erick Espinosa at erickespinosa@iheartmedia.com

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Digital Sales Engineer

RS Number	Recruiting Source	Date and Time
1	African-American Chamber of Commerce: Central Florida E-mail: info@blackcommerce.org	Sent: 10/19/2020 11:40:13 AM
2	All Access Music E-mail: jdenver@allaccess.com	Sent: 10/19/2020 11:40:15 AM
3	Altierus Career College E-mail: ccaolo@altierus.edu	Sent: 10/19/2020 11:40:16 AM
4	Barry University E-mail: careerservices@mail.barry.edu	Sent: 10/19/2020 11:40:11 AM
5	Central FL Employment Council E-mail: CFEC@CFEC.org	Sent: 10/19/2020 11:40:11 AM
6	Central Florida Urban League E-mail: DHoward@cful.org	Sent: 10/19/2020 11:40:09 AM
7	Connecticut School of Broadcastng E-mail: Rthomas@gocsb.com	Sent: 10/19/2020 11:40:12 AM
9	Eastern Florida State College E-mail: schulerl@easternflorida.edu	Sent: 10/19/2020 11:40:14 AM
11	Everest University Prong 2 Ended Date: 1/3/2018 E-mail: Danielle.Thornton@Zenith.org	Sent: 10/19/2020 11:40:10 AM
12	FL Association of Broadcasters E-mail: intern@fab.org	Sent: 10/19/2020 11:40:11 AM
13	Florida A&M E-mail: careercenter@famu.edu	Sent: 10/19/2020 11:40:10 AM
14	Full Sail E-mail: hthompson@fullsail.com	Sent: 10/19/2020 11:40:12 AM
15	Hillsborough Community College E-mail: bstephens@hccfl.edu	Sent: 10/19/2020 11:40:12 AM
16	Hispanic Chamber of Commerce of Metro Orlando E-mail: info@HispanicChamber.net	Sent: 10/19/2020 11:40:14 AM
24	Seminole State College E-mail: careerdev@seminolestate.edu	Sent: 10/19/2020 11:40:09 AM
25	Southern Tech College E-mail: speak@southerntech.edu	Sent: 10/19/2020 11:40:13 AM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Digital Sales Engineer

RS Number	Recruiting Source	Date and Time
27	Stetson University E-mail: career@stetson.edu	Sent: 10/19/2020 11:40:09 AM
28	The F.I.R.S.T School E-mail: careerdevelopment@first.edu	Sent: 10/19/2020 11:40:14 AM
29	Valencia College E-mail: jobs@valenciacollege.edu	Sent: 10/19/2020 11:40:15 AM
31	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 10/19/2020 11:40:08 AM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 1/11/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	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
3	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo	Y	0
4	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x104 Email : info@cful.org Career Services	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 1/11/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0
9	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : schulerl@easternflorida.edu Linda DeAngelis	Y	0
10	Employee Referral	N	1
11	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	N	0
12	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
13	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famuedu Melony Washington	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 1/11/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
14	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
15	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstephens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens	Y	0
16	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
17	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
18	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
19	Indeed.com - Not Directly Contacted by SEU	N	1
21	LinkedIn - Not Directly Contacted by SEU	N	1

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 1/11/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
24	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	Y	0
25	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southerntech.edu Stacy Peek	Y	0
27	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
28	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerdevelopment@first.edu Career Services	Y	0
29	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Commercial Content Manager

Recruitment source referring hiree: Employee Referral

Date of hire: 1/11/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
31	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:			3

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

Position: Commercial Content Manager

Hire Date: January 11, 2021

This report, generated by Broadcast1Source, verifies that WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM 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:

Commercial Content Manager - Secures commercial copy and related instructional material. Coordinates directly with Account Executives, production departments, agencies, and commercial providers to ensure all instructions and spots are received, processed, and aired for each advertiser. Uses traffic management software to maintain accurate records of all commercial copy. May backup Inventory Revenue Manager as necessary. Possesses knowledge of FCC legislation and procedures.

Responsibilities

- Manage incoming commercial copy and schedule accordingly
- Contacting advertising agencies to request commercial copy and traffic instructions
- Accurately process agency traffic instructions. Some instructions may include complex copy splits, blackout dates, and copy revisions
- Work closely with Sales Department as well as local and national agencies to ensure rotation runs correctly
- Apply changes in copy or rotation that might occur with schedule
- Maintain file of all commercial copy and instructions
- Completes all network production (i.e., barter spots, affidavits)
- May require flexibility in work schedules
- Assisting with meeting department deadlines

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

- Tracking and responding to incoming Continuity Operations email
- Assist sales coordinator in solving billing discrepancies
- Additional responsibilities as assigned by manager

Qualifications

- Ability to work independently and with a team
- Proficient in Microsoft Office suite
- Familiarity with Salesforce/Viero/vCreative systems a plus
- Ability to learn new systems quickly
- Proven ability to read and interpret documents such as operating and maintenance instruction procedure manuals, and insertion/purchase orders
- Excellent time management; ability to plan and organize, set priorities and multi task in a fast-paced environment
- Strong attention to detail, and high work standards
- Excellent written and oral communication skills
- Demonstrated data entry skills
- High school diploma or equivalent

Certifications

- None required

Location

Maitland, FL: 2500 Maitland Center Parkway, Suite 401, 32751

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.

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

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

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Maitland-FL/Commercial-Content-Manager_Req22614-1

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 Erick Espinosa at erickespinosa@iheartmedia.com

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

RS Number	Recruiting Source	Date and Time
1	African-American Chamber of Commerce: Central Florida E-mail: info@blackcommerce.org	Sent: 12/2/2020 3:23:47 PM
2	All Access Music E-mail: jdenver@allaccess.com	Sent: 12/2/2020 3:23:49 PM
3	Altierus Career College E-mail: ccaolo@altierus.edu	Sent: 12/2/2020 3:23:52 PM
4	Barry University E-mail: careerservices@mail.barry.edu	Sent: 12/2/2020 3:23:44 PM
5	Central FL Employment Council E-mail: CFEC@CFEC.org	Sent: 12/2/2020 3:23:44 PM
6	Central Florida Urban League E-mail: DHoward@cful.org	Sent: 12/2/2020 3:23:40 PM
7	Connecticut School of Broadcastng E-mail: Rthomas@gocsb.com	Sent: 12/2/2020 3:23:46 PM
9	Eastern Florida State College E-mail: schulerl@easternflorida.edu	Sent: 12/2/2020 3:23:48 PM
11	Everest University Prong 2 Ended Date: 1/3/2018 E-mail: Danielle.Thornton@Zenith.org	Sent: 12/2/2020 3:23:43 PM
12	FL Association of Broadcasters E-mail: intern@fab.org	Sent: 12/2/2020 3:23:43 PM
13	Florida A&M E-mail: careercenter@famu.edu	Sent: 12/2/2020 3:23:42 PM
14	Full Sail E-mail: hthompson@fullsail.com	Sent: 12/2/2020 3:23:45 PM
15	Hillsborough Community College E-mail: bstephens@hccfl.edu	Sent: 12/2/2020 3:23:45 PM
16	Hispanic Chamber of Commerce of Metro Orlando E-mail: info@HispanicChamber.net	Sent: 12/2/2020 3:23:48 PM
24	Seminole State College E-mail: careerdev@seminolestate.edu	Sent: 12/2/2020 3:23:41 PM
25	Southern Tech College E-mail: speak@southerntech.edu	Sent: 12/2/2020 3:23:47 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM
Fax and E-mail verification summary report for Commercial Content Manager

RS Number	Recruiting Source	Date and Time
27	Stetson University E-mail: career@stetson.edu	Sent: 12/2/2020 3:23:41 PM
28	The F.I.R.S.T School E-mail: careerdevelopment@first.edu	Sent: 12/2/2020 3:23:49 PM
29	Valencia College E-mail: jobs@valenciacollege.edu	Sent: 12/2/2020 3:23:50 PM
31	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 12/2/2020 3:23:40 PM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Account Executive

Recruitment source referring hiree: LinkedIn - Not directly contacted by SEU

Date of hire: 3/22/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	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
3	Altierus Career College 3319 W. Hillsborough Avenue Tampa, Florida 33614 Phone : 813-496-6065 Email : ccaolo@altierus.edu Cesar Caolo	Y	0
4	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7654 x104 Email : info@cful.org Career Services	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Account Executive

Recruitment source referring hire: LinkedIn - Not directly contacted by SEU

Date of hire: 3/22/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0
9	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : schulerl@easternflorida.edu Linda DeAngelis	Y	0
11	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : Danielle.Thornton@Zenith.org Danielle Thornton	N	0
12	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
13	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famu.edu Melony Washington	N	0
14	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Account Executive

Recruitment source referring hire: LinkedIn - Not directly contacted by SEU

Date of hire: 3/22/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
15	Hillsborough Community College 39 Columbia Drive Tampa, Florida 33606-3584 Phone : 813-253-7008 Email : bstephens@hccfl.edu Fax : 1-813-253-7034 Bruce Stephens	Y	0
16	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
17	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
18	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
21	LinkedIn - Not directly contacted by SEU	N	1
22	Monster - Not directly contacted by SEU	N	1
24	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	Y	0

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Vacancy Data Form

Outside Digital Account Executive

Recruitment source referring hiree: LinkedIn - Not directly contacted by SEU

Date of hire: 3/22/2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
25	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southernmtech.edu Stacy Peek	Y	0
27	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	0
28	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Url : https://www.first.edu/ Email : careerdevelopment@first.edu Career Services	Y	0
29	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : jobs@valenciacollege.edu Carmen Diaz	N	0
31	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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Fax and E-mail verification summary report for Outside Digital Account Executive

Position: Outside Digital Account Executive

Hire Date: March 22, 2021

This report, generated by Broadcast1Source, verifies that WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM 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.

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Fax and E-mail verification summary report for Outside Digital 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

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Fax and E-mail verification summary report for Outside Digital 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

Maitland, FL: 2500 Maitland Center Parkway, Suite 401, 32751

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:

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM

Fax and E-mail verification summary report for Outside Digital Account Executive

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Maitland-FL/Outside-Digital-Account-Executive_Req23127

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 Erick Espinosa at erickespinosa@iheartmedia.com

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM**Fax and E-mail verification summary report for Outside Digital Account Executive**

RS Number	Recruiting Source	Date and Time
1	African-American Chamber of Commerce: Central Florida E-mail: info@blackcommerce.org	Sent: 2/5/2021 9:16:34 AM
2	All Access Music E-mail: jdenver@allaccess.com	Sent: 2/5/2021 9:16:35 AM
3	Altierus Career College E-mail: ccaolo@altierus.edu	Sent: 2/5/2021 9:16:36 AM
4	Barry University E-mail: careerservices@mail.barry.edu	Sent: 2/5/2021 9:16:33 AM
5	Central FL Employment Council E-mail: CFEC@CFEC.org	Sent: 2/5/2021 9:16:33 AM
6	Central Florida Urban League E-mail: DHoward@cful.org	Sent: 2/5/2021 9:16:31 AM
7	Connecticut School of Broadcastng E-mail: Rthomas@gocsb.com	Sent: 2/5/2021 9:16:34 AM
9	Eastern Florida State College E-mail: schulerl@easternflorida.edu	Sent: 2/5/2021 9:16:35 AM
11	Everest University Prong 2 Ended Date: 1/3/2018 E-mail: Danielle.Thornton@Zenith.org	Sent: 2/5/2021 9:16:32 AM
12	FL Association of Broadcasters E-mail: intern@fab.org	Sent: 2/5/2021 9:16:32 AM
13	Florida A&M E-mail: careercenter@famu.edu	Sent: 2/5/2021 9:16:32 AM
14	Full Sail E-mail: hthompson@fullsail.com	Sent: 2/5/2021 9:16:34 AM
15	Hillsborough Community College E-mail: bstephens@hccfl.edu	Sent: 2/5/2021 9:16:33 AM
16	Hispanic Chamber of Commerce of Metro Orlando E-mail: info@HispanicChamber.net	Sent: 2/5/2021 9:16:35 AM
24	Seminole State College E-mail: careerdev@seminolestate.edu	Sent: 2/5/2021 9:16:31 AM
25	Southern Tech College E-mail: speak@southerntech.edu	Sent: 2/5/2021 9:16:34 AM

WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL, WYGM**Fax and E-mail verification summary report for Outside Digital Account Executive**

RS Number	Recruiting Source	Date and Time
27	Stetson University E-mail: career@stetson.edu	Sent: 2/5/2021 9:16:32 AM
28	The F.I.R.S.T School E-mail: careerdevelopment@first.edu	Sent: 2/5/2021 9:16:35 AM
29	Valencia College E-mail: jobs@valenciacollege.edu	Sent: 2/5/2021 9:16:36 AM
31	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 2/5/2021 9:16:31 AM

TAB C
RECRUITMENT INITIATIVE
DOCUMENTATION

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL,
WYGM and employees of WRSO(AM)**

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.	Hosting of Job Fair	4/23/2020	On April 23-24, 2020, our SEU hosted the Keep Orlando Working Online Job Fair, a virtual job fair for people who were laid off or furloughed by the COVID-19 Pandemic. The virtual job fair gave job seekers the opportunity to connect with potential employers through video chat. Our SEU organized and hosted the event, and 6 employers in addition to iHeart participated. Our SEU's participants discussed careers in radio with interested attendees, discussed internship and employment opportunities in broadcasting generally, emailed station information, etc.
2.	Establishment of a mentoring program	5/1/2020	Our SEU established a mentoring program for an area Finance Specialist. Our Director of Finance mentored the Finance Specialist from May 2020 through December 2020. The two met for mentoring sessions once a week and focused on skills that the Finance Specialist could develop to take on more responsibility and advance in her career, including reporting, forecasting, and budgeting. Following the mentoring program, the Finance Specialist's responsibility increased from one market to four markets.
3.	Participation in other activities designed by the station employment unit	5/21/2020	Our SEU hosted the iHeart Education Summit, a virtual event for people who were looking to change their career path during the COVID-19 pandemic, including people who were laid off or furloughed. The summit featured 25 colleges and technical schools, allowing students and recruiters to connect via video chat.
4.	Provision of training to management	9/12/2020	In September, 2020, one of our SEUs 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.



Keep Orlando Working

[Home](#) [How it works](#) [Businesses Open in Orlando](#)

Keep Orlando Working Virtual Job Fair

April 23th -24th | Time: 9am-6pm

With the Covid-19 pandemic, many are finding themselves out of work, we want to help connect you with potential employers that are hiring.



iHeartMEDIA Is Hiring

Apr 22, 2020



REV Vehicles For Life is hiring!

Apr 20, 2020





January 2021

To whom it may be concern:

Market established a mentoring program for area Finance Specialist, Cheryl Wiedenhoeft. Director of Finance, Jose Gonzalez, mentored the Finance Specialist from May 2020 through December 2020. The two met via Teams for mentoring sessions once a week and focused on skills that the Finance Specialist could develop to take on more responsibility and advance in her career, including reporting, forecasting, and budgeting. Following the mentoring program, the Finance Specialist's responsibility increased from one market to four markets.

A handwritten signature in black ink, appearing to read "Jose Gonzalez", written over a horizontal line.

Jose Gonzalez

Director of Finance, iHeartMedia

A handwritten signature in black ink, appearing to read "Cheryl Wiedenhoeft", written over a horizontal line.

Cheryl Wiedenhoeft

Finance Specialist, iHeartMedia



This certificate is awarded to

Glory (orlando) Adona

for the successful completion of the course

Valuing Diversity: Employee Edition

By Syntrio

Date: 9/12/2020

**WFLF, WJRR, WMGF, WRUM, WTKS-FM, WXXL,
WYGM and employees of WRSO(AM)**

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.	Participation in Job Fairs	5/12/2021	Our SEU participated in a community job fair at the Central Florida Fairgrounds. Our VP of Sales spoke to community members about iHeartMedia Careers and discussed and employment opportunities in broadcasting generally, handed out station information, etc.
2.	Participation in Job Fairs	7/14/2021	Our SEU participated in a community job fair at the Central Florida Fairgrounds. Our VP of Sales Central Florida Area spoke to community members about iHeartMedia Careers and discussed and employment opportunities in broadcasting generally, handed out station information, etc.
3.	Provision of training to management	8/16/2021	In August 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.
4.	Participation in Job Fairs	9/8/2021	Our SEU participated in a community job fair at the Central Florida Fairgrounds. Our VP of Sales Central Florida Area spoke to community members about iHeartMedia Careers and discussed and employment opportunities in broadcasting generally, handed out station information, etc.



This certificate is awarded to

Bill Reese

for the successful completion of the course

Valuing Diversity: Employee Edition

By Syntrio

Date: 8/16/2021