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STAMP AND RETURN

August 16, 2016

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VIA HAND DELIVERY

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AUG 16 2016

**Federal Communications Commission
Bureau / Office**

EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street SW
Washington, DC 20554

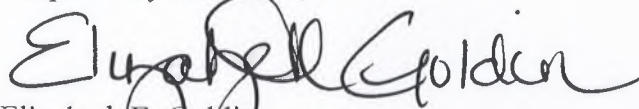
**Re: Response to Broadcast EEO Audit Letter
Clear Channel Broadcasting Licenses, Inc.
Station WDIZ(AM), Panama City, FL
Facility ID No. 66666**

EEO Staff:

On behalf of Clear Channel Broadcasting Licenses, Inc., licensee of the above referenced broadcast station, and the commonly owned stations in the Panama City, Florida station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of June 13, 2016 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Jackie Rinker, Market President, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,



Elizabeth E. Goldin

Counsel to Clear Channel Broadcasting Licenses, Inc.

cc: Jackie Rinker

DECLARATION OF JACKIE RINKER, MARKET PRESIDENT

I, Jackie Rinker, hereby declare as follows:

1. I am a Market President for Clear Channel Broadcasting Licenses Inc., the licensee of Station WDIZ(AM), Panama City, Florida (FIN 666666), which is part of a station employment unit based in Panama City, Florida and which also includes WEBZ(FM), Mexico Beach, Florida (FIN 73617), WPAP(FM), Panama City, Florida (FIN 61252), WFSY(FM), Panama City, Florida (FIN 66667) as well as WFLF-FM, Parker, Florida (FIN 61262) (“the SEU”). 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 June 13, 2016 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission’s Media Bureau, concerning a random audit of the SEU’s 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 3(a) of the EEO Audit Letter, copies of 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.

The web addresses of the stations in this SEU are as follows: 925wpap.iheart.com, sunny985.iheart.com, 945wfla.iheart.com, 993thebeat.iheart.com as well as 963realfunbeachradio.iheart.com (WDIZ(AM) simulcast on FM translator at 96.3). A copy of the current report is included on or linked to each of these websites.

The date of each full-time hire listed in the SEU’s two most recent EEO public file reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

4. In response to Question 3(b) of the EEO Audit Letter, 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, including those filled during the period covered by the above EEO public file reports. However, pursuant to the EEO Audit Letter, only one such notice per position is included at Attachment B.

5. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.

6. In response to Question 3(d) of the EEO Audit Letter, documentation concerning the Unit’s performance of recruitment initiatives described in §73.2080(c)(2) during this time period is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in the documentation. This SEU employs a total of 16 full-time employees and our stations are

located in a market with a population of less than 250,000. Accordingly, the SEU is required to perform at least two recruitment initiatives during a two-year period.

7. In response to Question 3(e) of the EEO Audit Letter, the licensee affirms that it is not aware of any discrimination complaints filed against the licensee of the stations in this SEU during the current license term.

8. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that iHeartMedia created and deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the iHeartMedia Broadcast Diversity Recruitment Plan (the "Recruitment Plan" or "Plan"). The Recruitment Plan was distributed to all regional managers and, through them, disseminated to each SEU 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, includes sample forms for collecting and maintaining the necessary recruitment data, and provides a quarterly self-assessment program designed to ensure that the SEU follows the Plan's directions and regularly updates corporate headquarters as to the employment unit's progress in the area.

At the corporate level, iHeartMedia assists SEUs in understanding and following the Recruitment Plan, responding to SEU requests for assistance and/or calling upon outside counsel for additional guidance when warranted. Furthermore, iHeartMedia has a team of internal public inspection file auditors that routinely assesses each SEU's FCC EEO compliance, based on the most recent EEO Public File Report, as part of a review of overall public file compliance. Finally, with the recent deployment of applicant tracking system software called Workday throughout the company, iHeartMedia has been conducting training sessions with its SEUs on its hiring policies and procedures, including compliance with the FCC's EEO broad outreach rules.

At the local level, our SEU's day-to-day compliance efforts are executed by our Business Manager, Carolyn Mosley, under my supervision. After consultation between me and our hiring managers regarding personnel needs, Ms. Mosley is alerted to conduct local recruitment and collect the necessary records. Local job fairs are also considered critical as part of our local outreach efforts. This SEU's compliance efforts include identifying iHeartMedia's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

9. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that 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 a regular opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, the SEU includes language on its station websites encouraging qualified community organizations to contact the SEU to request its job notices. Further, this SEU consults its hiring managers on any recruitment source suggestions and plans to meet at least twice yearly to refresh the memories of all involved in the hiring process of important EEO compliance processes and procedures.

10. In response to Question 3(h) 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 the unit provides equal opportunity and does not discriminate against employees or applicants. 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.

Dated: August 16, 2016

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF [Jackie Rinker, Market 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.


[Jackie Rinker]

TAB A

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2013 to September 30, 2014¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive-Integrated Marketing Solutions Provider	1, 3-4, 8, 17-18, 23, 34	17
Account Executive-Integrated Marketing Solutions Provider	1, 3-4, 8, 17-18, 23, 34	17
Account Executive-Integrated Marketing Solutions Provider	2-4, 8, 17, 23, 34, 53-54	8

¹ This report was modified in September 2015 and, again, in August 2016 to address reporting issues.

**WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2013 to September 30, 2014**

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	PANAMACITYHELPWANTED.COM 20 Tucker Dr. Poughkeepsie, NY 12603 914.471.1450	N	0
2	THE NEWS HERALD Classifieds Doris Crossman 501 W. 11 th Street Panama City, Fl 32401 850.747.5044	N	0
3	CAREERSOURCE/GULF COAST STATE COLLEGE WORKFORCE CENTER Meghan Byrem 625 Hwy 231 Panama City, FL 32401 850.872.4340	N	0
4	ON-AIR ANNOUNCEMENTS <i>(one or more SEU stations)</i>	N	1
5	FLORIDA STATE UNIVERSITY Angela Sexton Student Affairs 4750 Collegiate Dr. Panama City , FL 32405 850.522.2003	N	0
6	BAY COUNTY BRANCH NAACP Secretary P.O. Box 2521 Panama City, FL 32401 850.763.5381	N	0
7	HANEY TECHNICAL CENTER Student Affairs 3016 Hwy 77 Panama City, FL 32405 850.747.5500	N	0
8	CLEAR CHANNEL CAREERS WEBSITE 200 E. Basse Road San Antonio, TX 78209 Url: https://careerchannel.silkroad.com/ Career Services	N	7

**WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2013 to September 30, 2014**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	GREATER BETHEL BAPTIST CHURCH Secretary P.O. Box 35176 Panama City, FL 32402 850.785.9612	N	0
10	FAITH CHRISTIAN FAMILY CHURCH Secretary P.O. Box 14121 Panama City, FL 32413 850.234.7978	N	0
11	NEW BETHEL BAPTIST CHURCH Secretary 1942 E. 7 TH ST Panama City, FL 32401 850.763.8341	N	0
12	NEW HOPE MISSIONARY BAPTIST CHURCH Secretary 1401 Iowa Avenue Lynn Haven, FL 32444 850.265.5417	N	0
13	FAMILY OF GOD BAPTIST CHURCH Secretary 901 E. Business 98 Panama City, FL 32401 850.769.4021	N	0
14	MACEDONIA BAPTIST CHURCH Secretary P.O. Box 35125 Panama City, FL 32412 850.785.1072	N	0
15	RADIO AND RECORDS Classifieds 10100 Santa Blvd. 5 th Floor Los Angeles, CA 90067 310.553.4330	N	0
16	RADIO ONLINE Job openings Dept. Ron.chase@radio-online.com 806.352.7503 x32032	N	0

**WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2013 to September 30, 2014**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17	EMPLOYEE REFERRAL	N	3
18	NON EMPLOYEE REFERRAL	N	1
19	ALLACCESS.COM Joel Denver 28955 Pacific Coast Hwy, Ste 210-5 Malibu, CA 90265 310.457.6616 – fax: 310.457.8058	N	0
20	MONSTER.COM Trenton Smith 317.616.5060 www.monster.com	N	0
21	THEMINORITYHIRINGPLACE.COM jobs@minorityhiringplace.com	N	0
22	TRAFFIC DIRECTORS GUILD OF AMERICA/TDGA 26000 Avenida Aeropuerto #114 San Jaun Capistrano, CA 92675 Larry Keene 949.429.7063	N	0
23	WALK-IN/SELF-REFERRAL	N	2
24	THE NEW BEGINNING CHURCH Secretary 620 Cone Avenue Panama City, FL 32401 850.914.0031 togodb@bellsouth.net	N	0
25	INSIDE RADIO Classifieds 365 Union Street Littleton, NH 03561 800.640.8852	N	0
26	SEU ON-AIR JOB FAIR (see Section III)	N	0
27	UNIVERSITY OF FLORIDA Student Employment Attn: Dr. Davis Shelton J. B-1 Reitz Union Gainesville, FL 32611	N	0

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2013 to September 30, 2014

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
28	PENSACOLA JUNIOR COLLEGE Student Job Services Attn: M. Schmitt 1000 College Blvd Pensacola, FL 32504	N	0
29	GEORGE STONE VO-TECH CENTER Attn: Herb Lee 2400 Longleaf Drive Pensacola, FL 32526	N	0
30	ALABAMA STATE UNIVERSITY Placement Office Attn: Katheryn Williams P.O. Box 271 Montgomery, AL 36195	N	0
31	PENSACOLA JUNIOR COLLEGE Attn: Ken Shugart 1000 College Blvd Pensacola, FL 32504	N	0
32	UNIVERSITY OF WEST FLORIDA Job Services Attn: Nathan Ford 11000 University Parkway Pensacola, FL 32514	N	0
33	FRESH START CHURCH Attn: Secretary 16970 NW 22 nd Street Blountstown, FL 32424 www.INFO@FRESHSTARTBT.org	N	0
34	EMPLOY FLORIDA MARKETPLACE www.employflorida.com	N	1
35	AL.COM (Alabama News) www.al.com	N	0
36	BETHUNE COOKMAN COLLEGE bonnerd@cookman.edu	N	0
37	FLAGLER COLLEGE careerservices@flagler.edu	N	0
38	FLORIDA A&M delores.dean@famu.edu	N	0
39	FLORIDA STATE COLLEGE OF JACKSONVILLE kameyer@fsci.edu	N	0
40	FLORIDA STATE UNIVERSITY jkronholz@fsu.edu	N	0
41	JACKSONVILLE UNIVERSITY careers@ju.edu	N	0

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2013 to September 30, 2014

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
42	JONES COLLEGE deans@jones.edu	N	0
43	UNIVERSITY OF CENTRAL FLORIDA dweidman@mail.ucf.edu	N	0
44	UNIVERSITY OF FLORIDA COLLEGE OF JOURNALISM & COMMUNICATIONS charris@jou.ufl.edu	N	0
45	UNIVERSITY OF NORTH FLORIDA rtr Robert@unf.edu	N	0
46	WORKFORCE FLORIDA yphillips@worksourcefl.com	N	0
47	EMERALD COAST MARKETPLACE.COM www.emeraldcoastjobs.com 850.747.5019	N	0
48	COUNTRY AIRCHECK www.news@countryaircheck.com	N	0
49	STATION WEBSITE POSTING <i>(one or more SEU stations)</i>	N	0
50	CRAIGS LIST www.panamacity.craigslist.org	N	0
51	CIRCLES NORTHWEST FLORIDA Catholic Charities of NW Florida 3128 E. 11 th Street Panama City, FL 32401 Naomi Sharp Phone: 850.763.0475 Fax: 850.763.2969	N	0
52	VELVET JOBS LLC velvetjobs.com Los Angeles, CA	N	0
53	DIRECT EMPLOYERS.ORG <i>(distribution to state workforce agencies as well as diversity-oriented job boards)</i>	N	0
54	JOB FAIRS <i>(see Section III)</i>	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			15

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2013 to September 30, 2014

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On February 7, 2014, our SEU participated in the 27 th Bay County Annual Job Fair at the Haney Technical Center and Workforce Center. Station participants included our Traffic Assistant, Promotions Director, Account Executive-IMSP and Market Controller. Events of the day included collecting resumes and applications from interested attendees and answering questions regarding the various opportunities in the radio business.
2	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting.	On March 5, 2014, our SEU hosted a one-hour discussion with business leaders in our community from the Bay County Chamber of Commerce entitled "Leadership Bay." Our SEU's presentation included topics such as trends in radio, advertising, corporate structure, community involvement and PSA production. Station participants included our Market Manager, Director of Sales, Market Controller, Operations Manager, Chief IT/Eng.
3	Participate in Job Fair	On May 15, 2014, our SEU participated in the Career Source Gulf Coast 2014 Career Expo at the Panama City Mall. Station participants included our Market Controller, Traffic Assistant, Operations Manager, Market Manager, Integrated Media Solutions Provider, and our Director of Sales. Events of the day included collecting resumes and applications from interested attendees and answering questions regarding the various departments in the radio business.
4	Participate in Job Fair	On June 21, 2014, our SEU participated in the 8 th Annual Red Cross Panhandle Women's EXPO at the Panama City Mall. Station participants included our Account Executive - IMSP, Promotions Director and our Director of Sales. Events of the day included distributing "We're Hiring" flyers to our booth visitors and questions regarding open positions at the SEU and the various opportunities in the radio business.

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2014 to September 30, 2015¹

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
National Sales Assistant	2-8, 11-14, 17-18, 23-24, 51, 53-54	8
Promotions Director	4, 8, 15, 17, 23, 34, 53-54	53
Account Executive-Integrated Marketing Solutions Provider	2-4, 8, 10, 17, 23, 26, 34, 54	8
National Sales Assistant	2-8, 11-14, 17-18, 23-24, 51, 53-54	53
AMD Morning Show Co-Host	8, 17, 19, 26, 34, 54	17
Promotions Director	7-8, 17, 23, 26, 34, 53-54	17
National Sales Assistant	4, 8, 17-18, 20, 26, 34, 53-54	8

¹ This report was modified in August 2016 to address reporting issues.

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October 1, 2014 to September 30, 2015

II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	PANAMACITYHELPWANTED.COM 20 Tucker Dr. Poughkeepsie, NY 12603 914.471.1450	N	0
2	THE NEWS HERALD Classifieds 501 W. 11 th Street Panama City, FL 32401 850.747.5044	N	0
3	CAREERSOURCE/GULF COAST STATE COLLEGE WORKFORCE CENTER Meghan Byrem 625 Hwy 231 Panama City, FL 32401 850.872.4340	N	0
4	ON-AIR ANNOUNCEMENTS (<i>one or more SEU stations</i>)	N	0
5	FLORIDA STATE UNIVERSITY Angela Sexton Student Affairs 4750 Collegiate Dr. Panama City, FL 32405 850.522.2003	N	0
6	BAY COUNTY BRANCH NAACP Secretary P.O. Box 2521 Panama City, FL 32401 850.763.5381	N	0
7	HANEY TECHNICAL CENTER Student Affairs 3016 Hwy 77 Panama City, FL 32405 850.747.5500	N	0
8	iHEARTMEDIA CAREERS WEBSITE 200 E. BASSE ROAD SAN ANTONIO, TX 78209 210.822.2828 Url: https://iheartmedia-openhire.silkroad.com Career Services Manual Posting	N	10

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2014 to September 30, 2015

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	TROY UNIVERSITY OF ALABAMA PANAMA CITY CAMPUS 527 Airport Rd Panama City, FL 32405 850.747.0634	N	0
10	LINKEDIN POSTING Talent Solutions www.linkedin.com 855.655.5653	N	1
11	NEW BETHEL BAPTIST CHURCH Secretary 1942 E. 7 TH ST Panama City, FL 32401 850.763.8341	N	0
12	NEW HOPE MISSIONARY BAPTIST CHURCH Secretary 1401 Iowa Avenue Lynn Haven, FL 32444 850.265.5417	N	0
13	FAMILY OF GOD BAPTIST CHURCH Secretary 901 E. Business 98 Panama City, FL 32401 850.769.4021	N	0
14	MACEDONIA BAPTIST CHURCH Secretary P.O. Box 35125 Panama City, FL 32412 850.785.1072	N	0
15	CURIOSITY MARKETING <i>(not directly contacted by SEU)</i> Curiositymarketinggroup.com P.O. Box 15312 Panama City, FL 32406 850.296.8373	N	1
16	RADIO ONLINE Job openings Dept. Ron.chase@radio-online.com 806.352.7503 x32032	N	0
17	EMPLOYEE REFERRAL	N	3
18	NON-EMPLOYEE REFERRAL	N	3

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October 1, 2014 to September 30, 2015

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	ALLACCESS.COM 28955 Pacific Coast Hwy, Ste 210-5 Malibu, CA 90265 310.457.6616 – fax: 310.457.8058	N	0
20	MONSTER.COM <i>(not directly contacted by SEU)</i> Thomas Eskridge 5 Clock Tower Place, Suite 500 Maynard, MA 01754 1.843.773.3597	N	1
21	THEMINORITYHIRINGPLACE.COM jobs@minorityhiringplace.com	N	0
22	TRAFFIC DIRECTORS GUILD OF AMERICA/TDGA 26000 Avenida Aeropuerto #114 San Jaun Capistrano, CA 92675 Larry Keene 949.429.7063	N	0
23	WALK-IN/SELF-REFERRAL	N	3
24	THE NEW BEGINNING CHURCH Secretary 620 Cone Avenue Panama City, FL 32401 850.914.0031 togodb@bellsouth.net	N	0
25	INSIDE RADIO Classifieds 365 Union Street Littleton, NH 03561 800.248.4242 x711	N	0
26	JOB FAIRS <i>(see Section III)</i>	N	0
27	UNIVERSITY OF FLORIDA Human Resource Services 1.352.392.2477 P.O. Box 115006 Gainesville, FL 32611	N	0
28	PENSACOLA STATE COLLEGE Student Job Services 850.484.1654 Attn: M. Schmitt 1000 College Blvd, Bldg 6 Pensacola, FL 32504	N	0

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2014 to September 30, 2015

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	GEORGE STONE VO-TECH CENTER Attn: Herb Lee 2400 Longleaf Drive Pensacola, FL 32526	N	0
30	ALABAMA STATE UNIVERSITY Placement Office Attn: Katheryn Williams 915 S. Jackson Street Montgomery, AL 36104	N	0
31	PENSACOLA JUNIOR COLLEGE Attn: Human Resources 1000 College Blvd Pensacola, FL 32504 850.484.1000	N	0
32	UNIVERSITY OF WEST FLORIDA Job Services Attn: Nathan Ford 11000 University Parkway Pensacola, FL 32514 850.474.2000	N	0
33	FRESH START CHURCH Attn: Secretary 16970 NW 22 nd Street Blountstown, FL 32424 www.INFO@FRESHSTARTBT.org	N	0
34	EMPLOY FLORIDA MARKETPLACE www.employflorida.com 866.352.2345	N	0
35	AL.COM Alabama News 1731 1 st Avenue North Birmingham, AL 35203 205.325.4444 www.al.com	N	0
36	BETHUNE-COOKMAN UNIVERSITY 640 Dr. Mary McLeod Bethune Blvd Daytona Beach, FL 32114 bonnerd@cookman.edu 386.481.2000	N	0
37	FLAGLER COLLEGE 74 King St. St. Augustine, FL 32084 904.829.6481 careerservices@flagler.edu	N	0
38	FLORIDA A&M 1601 Martin Luther King Jr. Blvd. Tallahassee, FL 32307 850.599.3000 delores.dean@famuedu	N	0

**WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2014 to September 30, 2015**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
39	FLORIDA STATE COLLEGE AT JACKSONVILLE 501 W. State St Jacksonville, FL 32202 904.633.8100 kameyer@fsci.edu	N	0
40	FLORIDA STATE UNIVERSITY 4750 Collegiate Dr. Panama City, FL 32405 850.644.2525 jkronholz@fsu.edu	N	0
41	JACKSONVILLE UNIVERSITY 2800 University Blvd. N Jacksonville, FL 32211 800.225.2027 careers@ju.edu	N	0
42	JONES COLLEGE 1195 Edgewood Avenue Jacksonville, FL 32205 904.743.1122 deans@jones.edu	N	0
43	UNIVERSITY OF CENTRAL FLORIDA 4000 Central FL Blvd. Orlando, FL 32816 407.823.2000 dweidman@mail.ucf.edu	N	0
44	UNIVERSITY OF FLORIDA COLLEGE OF JOURNALISM & COMMUNICATIONS P.O. Box 118400 Gainesville, FL 32611 352.392.6557 charris@jou.ufl.edu	N	0
45	UNIVERSITY OF NORTH FLORIDA 100 College Blvd. E Niceville, FL 32578 850.678.5111 rtr robert@unf.edu	N	0
46	WORKFORCE FLORIDA 850.872.4340 x100 yphillips@worksourcefl.com	N	0
47	EMERALD COAST MARKETPLACE.COM 850.747.5019 www.emeraldcoastjobs.com	N	0
48	COUNTRY AIRCHECK 615.320.1450 www.news@countryaircheck.com	N	0
49	STATION WEBSITE POSTING (one or more SEU stations)	N	0

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2014 to September 30, 2015

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
50	CRAIGS LIST www.panamacity.craigslist.org	N	0
51	CIRCLES NORTHWEST FLORIDA Catholic Charities of NW Florida 3128 E. 11 th Street Panama City, FL 32401 Naomi Sharp, Phone: 850.763.0475 Fax: 850.763.2969	N	0
52	VELVET JOBS LLC 1400 N Martel Ave, 108 Los Angeles, CA 90046 support@velvetjobs.com	N	0
53	INDEED 7501 N Capital of Texas Hwy Austin, TX 78731 www.indeed.com Open Hire Career Services 800.462.5842	N	16
54	DIRECT EMPLOYERS.ORG (<i>distribution to state workforce agencies as well as diversity-oriented job boards</i>)	N	0
TOTAL INTERVIEWS OVER 12-MONTH PERIOD			38

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
EEO PUBLIC FILE REPORT
October 1, 2014 to September 30, 2015

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On January 14, 2015, our SEU conducted a tour for the 2015 class of Junior Leadership Bay, a program of the Bay County Chamber of Commerce preparing high school juniors to face the challenges ahead as future business leaders. Station participants included one of our Morning Show Hosts, who led the students through a tour of the sales and administration areas and gave them an in-depth look at the programming and production as well.
2	Participate in Job Fair	On February 27, 2015, our SEU participated in the 28 th Bay County Annual Job Fair at the Haney Technical Center and Workforce Center. Station participants included our Market Controller, Promotions Director, SVP of Sales and National Sales Assistant. Events of the day included collecting resumes and applications from interested attendees and answering questions regarding the various opportunities in the radio business.
3	Participate in Job Fair	On May 14, 2015, our SEU participated in the Career Source Gulf Coast 2015 Career Expo - at the Panama City Mall. Station participants included our Business Manager, Promotions and SVP of Sales. Events of the day included collecting resumes and applications from interested attendees and answering questions regarding the various opportunities in the radio business.
4	Participate in Job Fair	On June 13, 2015, our SEU participated in the 9 th Annual Red Cross Panhandle Women's EXPO at the Panama City Mall. Station participants included our Sales Department, Account Executive-IMSP, SVP of Sales and one of our Morning Show Hosts. Events of the day included distributing flyers about open positions at our SEU and answering questions regarding the various opportunities in the radio industry.

TAB B

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive-Integrated Marketing Solutions	Date Filled: 11/25/13
Recruitment Source ("RS") Referring Hire: Employee Referral	Total Number of Interviewees: 7

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Panamacityhelpwanted.com 20 Tucker Dr. Poughkeepsie, NY 12603 914.471.1450	N	0
3	CareerSource/Gulf Coast State College Workforce Center Meghan Byrem 625 Hwy 231 Panama City, FL 32401 850.872.4340	N	0
4	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
8	Clear Channels Career Website 200 E. Basse Road San Antonio, TX 78209 Url: https://careerchannel.silkroad.com/ Career Services	N	3
17	Employee Referral	N	2
18	Non-Employee Referral	N	1
23	Walk-In/Self-Referral	N	1
34	Employ Florida Marketplace www.employflorida.com	N	0
Total Interviewees			7

Mosley, Carolyn

From: Ashley Durete [EmployerSupport@RegionalHelpWanted.com]
Sent: Thursday, April 18, 2013 09:50
To: Mosley, Carolyn
Subject: Your new ad for "Integrated Media Solutions Provider" has been placed.

Clear Channel Panama City
Account Number: 32-78

Carolyn,

Your ad for "Integrated Media Solutions Provider" is **now posted** on:
PanamaCityHelpWanted.com

Manage job postings and account settings using your [Employer Tools](#).

- View and **print account statements, receipts and invoices** anytime.
- **Modify, Renew** or Delete a job posting.
- **Track job seeker responses**.
- **Send email responses** to candidates.
- Add your company's **logo**.
- Appear as a **featured employer**.

Give me a call if you have any questions or need some help.

Thank you,

Ashley Durete
Your Customer Service Representative
PanamaCityHelpWanted.com
800-365-8630, option 1

PS: Learn how to [save money on your next job posting](#). Find out about [unlimited posting](#).

Integrated Media Solutions Provider

Company: Clear Channel Panama City
Location: Panama City
Available: Immediately
Job Type: Full Time
Posted: 4/18/13



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AdChoices

**Employee
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Check**

www.HireRight.c...

Easy. Fast.
Affordable. Start
Screening in
Minutes!



**Get A College Degree
While You Work!**
YourDegree.com

**Background
Reports**
Check Yours >>

We're Mobile
Download our IOS mobile job
search app today! **get the app**



**If You Owe More
Than \$100,000 On
Your Home, Use
The President's
Refi Program**

You already know you should have refinanced. So why haven't you? Use this free, easy online tool to find out how much you could save by refinancing. Stop waiting, refi now.

Select Your Age:

- Under 18
 - 19-25
 - 26-35
 - 36-45
 - 46-55
 - 56-65
 - 66-75
 - Over 75
- Calculate New House
Payment**

Be A Part Of Media's Most Progressive Company

Description:

Clear Channel Panama City Job Specifications

Job Title: Clear Channel Panama City Integrated Media Solutions Provider (Sales)

Available: Immediate availability in our Clear Channel Panama City office.

Compensation: Commissioned sales with established base of business to start.

Function: Prospects and then sells integrated advertising solutions to businesses using radio and digital assets. Uncovers a potential customer's marketing needs and develops solutions that meet them and deliver return on investment by using our radio station's resources.

Able to talk in front of individuals or groups in a selling capacity.
 Able to compose well researched, well thought out written proposals using PowerPoint.
 Looks for ways to add value to what the client receives.
 Builds strong client relationships.

What we look for:

Successful sales experience is helpful, particularly intangible sales.
 College education in media, communications, marketing, advertising and/or business is a plus and/or willing to learn sales and marketing skills and put them into practice.
 Research, written proposal, and presentation skills are critical.
 Computer competency necessary.
 Works independently. Works hard. Focused. Purposeful.
 Has passion for radio as an effective advertising medium.
 Positive team member able to overcome obstacles, solve problems.
 A long-term commitment. No job hoppers.
 Excellent references from previous customers, employers, persons of authority.
 Has reliable transportation.

We provide: Broadcast sales training. Marketing training.
 Established client list with a rewarding commission structure
 Benefits include Health, Dental, Vision, 401k,, paid holidays, accrued vacation.

Clear Channel is an Equal Opportunity Employer.

For More Information contact:

Darrell Johnson
 Director of Sales
 Clear Channel Media + Entertainment Panama City
 1834 Lisenby Avenue
 Panama City, FL 32405
 darrelljohnson@clearchannel.com



Visit: www.clearchannel.com to learn more about **Clear Channel Panama City**

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Debt Consolidation Online

FreedomDebtRelief.com
 Owe \$15,000 Or More In Debt? You Could
 Reduce Your Debt & Save. AdChoices

2.75% No Closing Refi

GreenlightLoans.com/866.557.6024
 Get A Free Quote With No SSN. 2.75 APR
 10yr Fixed. Call Now! AdChoices

Debt Consolidation Online

FreedomDebtRelief.com
 Owe \$15,000 Or More In Debt? Get A Low
 Monthly Program Payment. AdChoices

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
ABBREVIATED VACANCY DATA FORM

Full-Time Job Title: Account Executive-Integrated Marketing Solutions Provider	Date Filled: 11/25/13
Recruitment Source ("RS") Referring Hire: Employee Referral	Total Number of Interviewees: See note below

Please see the Vacancy Data Form for the first Account Executive-Integrated Marketing Solutions Provider position filled on November 25, 2013 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees, also apply to this position.

FOR INTERNAL BUSINESS RECORDS ONLY

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
VACANCY DATA FORM

Full-Time Job Title: Account Executive-Integrated Marketing Solutions Provider	Date Filled: 8/1/2014
Recruitment Source ("RS") Referring Hiree: Clear Channel Careers Website	Total Number of Interviewees: 8

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
2	The News Herald Classifieds Doris Crossman 501 W. 11th Street Panama City, FL 32401 850.747.5044	N	0
3	CareerSource/Gulf Coast State College Workforce Center Meghan Byrem 625 Hwy 231 Panama City, FL 32401 850.872.4340	N	0
4	On-Air Announcements (<i>one or more SEU stations</i>)	N	1
8	Clear Channel Careers Website 200 E. Basse Road San Antonio, TX 78209 Url: https://careerchannel.silkroad.com/ Career Services	N	4
17	Employee Referral	N	1
23	Walk-In/Self-Referral	N	1
34	Employ Florida Marketplace www.employflorida.com	N	1
53	Directemployers.org (<i>distribution to state workforce agencies as well as diversity-oriented job boards</i>)	N	0
54	Job Fairs	N	0
Total Interviewees			8

Page : 1 of 1 06/23/2014 11:38:21

Order Number : 34293086
PO Number :
Customer : 1002380 WPAP
Contact : Carolyn Mosley
Address1 : 1834 Lisenby Avenue
Address2 :
City St Zip : Panama City FL 32405
Phone : (850) 769-1408
Fax : (850) 769-0659
Credit Card :
Printed By : Jessica Branda
Entered By : Jessica Branda

Ad Number : 34657146
Ad Key :
Salesperson : 06 - Jessica Branda
Publication : The News Herald
Section : Classified 2006
Sub Section : Classified 2006
Category : 4100 Help Wanted
Dates Run : 06/24/2014-06/30/2014
Days : 7
Size : 1 x 2.58, 25 lines
Words : 67
Ad Rate : Recruit2008
Ad Price : 605.75
Amount Paid : 0.00
Amount Due : 605.75

Keywords : Sales/Business Dev SALES Clear Channel is search
Notes :
Zones :

Sales/Business Dev

SALES

Clear Channel is searching for highly motivated, competitive, and goal oriented sales and mktg. professionals. High earning potential with estab accts, and opportunity to advance. Health, Dental, 401k, and more. Sales, marketing, fundraising experience preferred, but will train the right person with related edu or exp.

Apply online at:
925wpap.com/job
CCM+E is an EOE & encourage all qualified applicants to apply.

Web ID#: 34293086

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)

VACANCY DATA FORM

Full-Time Job Title: National Sales Assistant	Date Filled: 10/01/14
Recruitment Source ("RS") Referring Hiree: iHeartMedia Careers Website	Total Number of Interviewees: 6

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
2	The News Herald Classifieds 501 W. 11th Street Panama City, FL 32401 850.747.5044	N	0
3	CareerSource/Gulf Coast State College Workforce Center Meghan Byrem 625 Hwy 231 Panama City, FL 32401 850.872.4340	N	0
4	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
5	Florida State University Angela Sexton Student Affairs 4750 Collegiate Dr. Panama City, FL 32405 850.522.2003	N	0
6	Bay County Branch NAACP Secretary P.O. Box 2521 Panama City, FL 32401 850.763.5381	N	0
7	Haney Technical Center Student Affairs 3016 Hwy 77 Panama City, FL 32405 850.747.5500	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
8	iHeartMedia Careers Website 200 E. BASSE ROAD SAN ANTONIO, TX 78209 210.822.2828 Url: https://iheartmedia-openhire.silkroad.com Career Services Manual Posting	N	2
11	New Bethel Baptist Church Secretary 1942 E. 7TH ST Panama City, FL 32401 850.763.8341	N	0
12	New Hope Missionary Baptist Church Secretary 1401 Iowa Avenue Lynn Haven, FL 32444 850.265.5417	N	0
13	Family of God Baptist Church Secretary 901 E. Business 98 Panama City, FL 32401 850.769.4021	N	0
14	Macedonia Baptist Church Secretary P.O. Box 35125 Panama City, FL 32412 850.785.1072	N	0
17	Employee Referral	N	0
18	Non-Employee Referral	N	1
23	Walk-In/Self-Referral	N	2
24	The New Beginning Church Secretary 620 Cone Avenue Panama City, FL 32401 850.914.0031 togodb@bellsouth.net	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
51	Circles Northwest Florida Catholic Charities of NW Florida 3128 E. 11th Street Panama City, FL 32401 Naomi Sharp, Phone: 850.763.0475 Fax: 850.763.2969	N	0
53	Indeed.com 7501 N Capital of Texas Hwy Austin, TX 78731 www.indeed.com Open Hire Career Services 800.462.5842	N	1
54	Directemployers.com (<i>distribution to state workforce agencies as well as diversity-oriented job boards</i>)	N	0
Total Interviewees			6

Page : 1 of 1 08/28/2014 16:46:36

Order Number : 34299376
Order Number :
Customer : 1002380 WPAP
Contact : Carolyn Mosley
Address1 : 1834 Lisenby Avenue
Address2 :
City St Zip : Panama City FL 32405
Phone : (850) 769-1408
Fax : (850) 769-0659
Credit Card :
Printed By : Jessica Branda
Entered By : Jessica Branda
Keywords : Sales/Business Dev National Sales Assistant Clea
Notes :
Comments :

Ad Number : 34669386
Ad Key :
Salesperson : 06 - Jessica Branda
Publication : The News Herald
Section : Classified 2006
Sub Section : Classified 2006
Category : 4100 Help Wanted
Dates Run : 08/30/2014-09/03/2014
Days : 5
Size : 2 x 2.70, 26 lines
Words : 142
Ad Rate : Recruit2008
Ad Price : 650.50
Amount Paid : 0.00
Amount Due : 650.50

Sales/Business Dev

National Sales Assistant

Clear Channel Media + Entertainment in Panama City has an immediate opening for a National Sales Assistant. This person must be able to work independently with our national and local sales teams and our radio cluster employees. Must be organized, aggressive and understand the sales process. The best candidate will have above average computer skills and be willing to take the initiative to make deadlines. Duties include scheduling sales orders, gathering continuity and performing great customer service. This is a Monday-to-Friday 40-hour per week position. Primary role is acting as a liaison between our sales team, our national advertising rep firm, our clients and our other inter-company departments. A secondary role is to assist to the local sales department.

Apply: <https://careerchannel.silkroad.com>
CCM+E is an equal opportunity employer and encourages all qualified applicants to apply.
Web ID#: 34299376

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)

VACANCY DATA FORM

Full-Time Job Title: Promotions Director	Date Filled: 01/05/15
Recruitment Source ("RS") Referring Hire: Indeed.com	Total Number of Interviewees: 5

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
4	On-Air Announcements <i>(one or more SEU stations)</i>	N	0
8	iHeart Media Careers Website 200 E. Basse ROAD San Antonio, TX 78209 210.822.2828 Url: https://iheartmedia-openhire.silkroad.com Career Services Manual Posting	N	2
15	Curiosity Marketing <i>(not directly contacted by SEU)</i> Curiositymarketinggroup.com P.O. Box 15312 Panama City, FL 32406 850.296.8373	N	1
17	Employee Referral	N	0
23	Walk-In/Self-Referral	N	0
34	Employ Florida Marketplace www.employflorida.com 866.352.2345	N	0
53	Indeed.com 7501 N Capital of Texas Hwy Austin, TX 78731 www.indeed.com Open Hire Career Services 800.462.5842	N	2
54	DirectEmployers.org <i>(distribution to state workforce agencies as well as diversity-oriented job boards)</i>	N	0
Total Interviewees			5

PANAMA CITY MARKET
WPAP-FM, WFSY-FM, WEBZ-FM,
WFLF-FM, WDIZ-AM
CLEAR CHANNEL MEDIA + ENTERTAINMENT
CAROLYN L. MOSLEY
POB 402556
ATLANTA, GA 30384-2556
USA
Phone: 850.769.1408 Fax: 850.769.0659



INVOICE: 224-98763

CLEAR CHANNEL PANAMA CITY

1834 Lisenby Ave
Panama City, FL 32405-3713

Advertiser No.: 680

CLEAR CHANNEL PANAMA CITY

Order: 58266

Invoice Date: 08/31/2014

Co-op: No

Payment Due: 08/31/2014

Cash in Advance

AE: CLEAR CHANNEL PC

Billing Type: Broadcast

Note 1: Recruitment (Promotions & NSA)

CPE

Comments: Please include invoice numbers with your payments.

Invoice Summary:

No. of Spots/Misc:	303/0
Gross Spot Billing:	\$0.00
Agency Commission:	\$0.00
Net Spot Billing:	\$0.00

This invoice is in accordance with the official log and the announcements/programs indicated below were aired on the dates and the times shown. Per your advertising agreement, the actual times may have run within 10 minutes of the scheduled time.

iHeartMedia - Panama City, FL
WPAP-FM, WFSY-FM, WEBZ-FM, WFLF-FM,
WDIZ-AM
Remit to:
P.O. Box #402556
ATLANTA, GA 30384-6404
USA
Phone: 850.769.1408 Fax: 850.769.0659



INVOICE: 224-101120

CLEAR CHANNEL PANAMA CITY

1834 Lisenby Ave
Panama City, FL 32405-3713

Advertiser No.: 680
CLEAR CHANNEL PANAMA CITY
Order: 58266 Invoice Date: **09/30/2014**
Co-op: No Payment Due: **09/30/2014**
Cash in Advance AE: CLEAR CHANNEL PC

Billing Type: Broadcast

Note 1: xld/Recruitment (Promotions & NSA)

CPE

Comments: Please use invoice numbers with your payments. Thank You.

Invoice Summary:

No. of Spots/Misc: 1385/0
Gross Spot Billing: \$0.00
Agency Commission: \$0.00
Net Spot Billing: \$0.00

This invoice is in accordance with the official log and the announcements/programs indicated below were aired on the dates and the times shown. Per your advertising agreement, the actual times may have run within 10 minutes of the scheduled time.

FOR INTERNAL BUSINESS RECORDS ONLY

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive – Integrated Marketing Solutions Provider	Date Filled: 01/05/15
Recruitment Source (“RS”) Referring Hiree: iHeartMedia Careers Website	Total Number of Interviewees: 3

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
2	The News Herald Classifieds 501 W. 11th Street Panama City, FL 32401 850.747.5044	N	0
3	CareerSource/Gulf Coast State College Workforce Center Meghan Byrem 625 Hwy 231 Panama City, FL 32401 850.872.4340	N	0
4	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
8	iHeartMedia Careers Website 200 E. BASSE ROAD SAN ANTONIO, TX 78209 210.822.2828 Url: https://iheartmedia-openhire.silkroad.com Career Services Manual Posting	N	1
10	LinkedIn Posting Talent Solutions www.linkedin.com 855.655.5653	N	1
17	Employee Referral	N	0
23	Walk-In/Self-Referral	N	1
26	Job Fairs	N	0
34	Employ Florida Marketplace www.employflorida.com 866.352.2345	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
54	Directemployers.org (<i>distribution to state workforce agencies as well as diversity-oriented job boards</i>)	N	0
Total Interviewees			3

Note: Please see documentation for the Account Executive-Integrated Marketing Solutions position filled on August 1, 2014. The recruitment efforts used to fill that position also apply to this position.

Concur Expense Reporting Profile App Center
 v Charges View Reports New Expense Report View Receipt Store Approve Reports

id Quarter 2014

Send Back to Employee Approve Approve & Forward

Summary Details Receipts Print

Hide Exception

Exceptions

Expense	Date	Amount	Exception
			 A detailed receipt is required for this transaction. If you do not have your receipt, contact the merchant for a copy. If you cannot obtain a copy, you must complete the missing receipt form and attach it to this transaction. The form can be found by clicking on the PCARD INFORMATION LINK under the Company Info Section on the "My Concur" tab.

Expenses

Transaction Date	Expense Type	Vendor Name	Business Purpose	City	Payment Type	Amount	View	Expense	Receipt Image
06/20/2014	Employee Recr...	LINKEDIN	AE Recruitment ...	Panama City, Fl...	Regions Bank ...	\$195.00		City Panama City, Florida Payment Type 195.00 <input type="text" value="USD"/> Sales Tax Amount <input type="text" value="0.00"/> Reviewed <input type="text" value="No"/> Approved Amount 195.00 Comment <input type="text"/> Receipt Y/N <input type="text" value="Yes"/> Personal Expense	
						TOTAL AMOUNT	TOTAL REQUESTED		
						\$221.61	\$221.61	<input type="button" value="Save"/> <input type="button" value="Allocate"/> <input type="button" value="Attach Receipt"/>	

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
ABBREVIATED VACANCY DATA FORM

Full-Time Job Title: National Sales Assistant	Date Filled: 03/09/15
Recruitment Source ("RS") Referring Hiree: Indeed.com	Total Number of Interviewees: <u>See note below</u>

Please see the Vacancy Data Form for the National Sales Assistant position filled on October 1, 2014 for recruitment source information and related documentation. The recruitment efforts used to fill that position, as well as the same interviewees, also apply to this position.

FOR INTERNAL BUSINESS RECORDS ONLY

**WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
VACANCY DATA FORM**

Full-Time Job Title: AMD Morning Show Co-Host	Date Filled: 03/23/15
Recruitment Source ("RS") Referring Hiree: Employee Referral	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
8	iHeart Media Careers Website 200 E. Basse ROAD San Antonio, TX 78209 210.822.2828 Url: https://iheartmedia-openhire.silkroad.com Career Services Manual Posting	N	0
17	Employee Referral	N	1
19	AllAccess.com 28955 Pacific Coast Hwy, Ste 210-5 Malibu, CA 90265 310.457.6616 – fax: 310.457.8058	N	0
26	Job Fairs	N	0
34	Employ Florida Marketplace www.employflorida.com 866.352.2345	N	0
54	DirectEmployers.org (<i>distribution to state workforce agencies as well as diversity-oriented job boards</i>)	N	0
Total Interviewees			1

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Careers

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[UPDATE YOUR PROFILE](#)
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[UPDATE JOB AGENT](#)
[RECRUITING AGENCY LOGIN](#)

Morning Show Co-Host - (Panama City, FL)

Tracking Code
4842

Job Description

iHeartMedia, Inc. is one of the leading global media and entertainment companies specializing in radio, digital, outdoor, mobile, live events, and on-demand entertainment and information services for local communities and providing premier opportunities for advertisers.

iHeartMedia, Inc. consists of two main media businesses: Clear Channel Outdoor Holdings (NYSE: CCO) and the wholly owned iHeartMedia. Between these divisions, we focus on providing a spectrum of multi-platform advertising and marketing opportunities for partners and world-class entertainment content and events for listeners and users.

With 245 million monthly listeners in the U.S., 97 million monthly digital uniques and 196 million monthly consumers of its Total Traffic and Weather Network, iHeartMedia has the largest reach of any radio or television outlet in America. It serves over 150 markets through 859 owned radio stations, and the company's radio stations and content can be heard on AM/FM, HD digital radio, satellite radio, on the Internet at iHeartRadio.com and on the company's radio station websites, on the iHeartRadio mobile app, in enhanced auto dashes, on iPads and smartphones and on gaming consoles.

iHeartRadio, iHeartMedia's free digital radio service, is the No. 1 all-in-one digital audio service with over 345 million downloads; it reached its first 20 million registered users faster than any digital service in Internet history and reached 50 million users faster than any digital music service and even faster than Twitter, Facebook and Pinterest. The company's operations include radio broadcasting, online, mobile, digital and social media, live concerts and events, syndication, music research services and independent media representation.

Position Overview:

iHeartMedia Panama City, FL has an immediate opening for a vibrant and energetic On-Air talent / Morning Show Co-Host / Producer - on Panama City's Country Station, 92.5 WPAP. We're looking for someone with lots of energy and a drive to win. You have to be willing to be all over social media and out in the community interacting with our audience!

Required Skills

- Morning on air shift (Live and Voice tracked).
- Social media and website blog updates.
- Appearances – Including client, station, concert and community focused events.
- Production skills required– Commercials and show related content and Best Of material.
- Potential for additional endorsement income – We're looking for a personality that can help champion our clients goals!
- Assisting PD with updating liners, imaging, logs.
- Assisting Promotions Department with giveaways, events and event setup.
- Adhere to all guidelines, policies and procedures of the station, iHeartMedia, the FCC and all other federal, state and local laws.
- Adhere to all company policies and procedures regarding indecency and obscenity.
- Adequate preparation for an air shift with use of creativity, imagination and exercise of independent professional judgment in writing, producing, interviewing, taping or broadcasting of on-air material.
- Personality must be upbeat, informative and entertaining and be able to relate to station audience.
- Ensure logged commercials, promotions and any other programming essential to the stations operation are aired.
- Must be current with relevant daily material.
- Work an approved and previously agreed upon air shift.
- Maintain a website personality page. Must be kept up-to-date with relevant material that is appropriate for the given station.
- Search out and share all possible web content with the Program Director and Online Content Director of the given station.
- Participate in regular listening/aircheck sessions for critique with the Program Director.
- Participate in required station Programming, Promotions, and Sales staff meetings and events.
- Make appearances at live remote broadcasts as talent and/or tech.
- Execute only Program Director approved interviews and events on air during the regularly assigned shift.
- Be on call for possible disasters, breaking news, or acts of nature.
- Assist with the voice over and production of paid, and non-paid, spots required to run on the station.
- Be an ambassador for the radio station when out in public.
- Maintain a positive and approachable attitude when around listeners and clients.
- Possess strong social media knowledge, organizational/multi-tasking skills, leadership qualities and a willingness to participate in on-air discussions.
- Be well organized in ability to research topics and participate in show "prep sessions".
- Experienced running an on-air board (may be asked to fill in for Host).

Required Experience

- Two years of on-air radio experience required, excellent verbal and communication skills, outstanding ability to relate and communicate with target audience, positive attitude both on and off the air.
- Strong knowledge of all FCC rules and regulations.

- Applicants must possess a strong work ethic, punctual, and be a team player with a cooperative attitude.
- Applicant must be engaging on the air.
- Applicant must provide compelling content on the air.
- Knowledge of RCS/NexGen Systems desired.
- Cool Edit or Adobe Audition experience desired. Digital Audio editing experience required.
- Must be able to develop realistic plans, sets goals, and keep information organized and accessible.
- Works systematically/efficiently with strong time management skills.
- Communicates well both verbally and in writing.
- Must have good listening skills and shares information and ideas with others.
- Must be able to lift up to 60 lbs.

PLEASE ATTACH YOUR AIRCHECK IN MP3 FILE FORMAT

iHeartMedia 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.

Job Location
PANAMA CITY, Florida, United States

Position Type
Full-Time/Regular

Apply	Connect	Share
<p>New Resume/CV</p> <p>Existing Resume/CV</p>	<p>Who do you know at iHeartMedia, Inc.</p>	

[Return to Search Results](#)

**WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
VACANCY DATA FORM**

Full-Time Job Title: Promotions Director	Date Filled: 08/04/15
Recruitment Source ("RS") Referring Hiree: Employee Referral	Total Number of Interviewees: 5

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
7	Haney Technical Center Student Affairs 3016 Hwy 77 Panama City, FL 32405 850.747.5500	N	0
8	iHeart Media Careers Website 200 E. BASSE ROAD SAN ANTONIO, TX 78209 210.822.2828 Url: https://iheartmedia-openhire.silkroad.com Career Services Manual Posting	N	2
17	Employee Referral	N	1
23	Walk-In/Self-Referral	N	0
26	Job Fairs	N	0
34	Employ Florida Marketplace www.employflorida.com 866.352.2345	N	0
53	Indeed.com 7501 N Capital of Texas Hwy Austin, TX 78731 www.indeed.com Open Hire Career Services 800.462.5842	N	2
54	DirectEmployers.org (<i>distribution to state workforce agencies as well as diversity-oriented job boards</i>)	N	0
Total Interviewees			5

Accessibility : Scripting : [\[Disable AJAX and DHMTL\]](#) [\[Disable javascript alerts\]](#) [\[Remove all scripting\]](#) Text Size : [A](#) [A](#) [A](#)

[Home](#) [States](#) [Cities](#) [Companies](#)



Select Language | ▼

[Member Desktop](#) [Job Seekers](#) [Logout](#)

State Job Bank Reporting

Report Date / Time: 8/10/2016 10:21 AM EDT

[Go Back](#)

Job Data

Date Acquired: 5/14/2015
 Internal ID: 61524490
 Company: iHeartMedia
 Title: Promotions Director
 City: PANAMA CITY
 State: FL
 Company Job ID: 6102
 O*Net: 11-2011.00
 Original URL: https://iheartmedia-openhire.silkroad.com/epostings/submit.cfm?fuseaction=app.jobinfo&jobid=5666&company_id=16586&version=1&source=ONLINE&jobOwner=994815&aid=1

Delivery Data

Original Delivery Date: 5/15/2015
 Delivery State: FL

Job Description Data

Job Description: Promotions Directo

Tracking Code
 6102

Job Description

iHeartRadio, iHeartMedia's free digital radio service, is the No. 1 all-in-one digital audio service with over 345 million downloads; it reached its first 20 million registered users faster than any digital service in Internet history and reached 50 million users faster than any digital music service and even faster than Twitter, Facebook and Pinterest. The company's operations include radio broadcasting, online, mobile, digital and social media, live concerts and events, syndication, music research services and independent media representation.

The ideal individual will lead the Promotions Department by effectively and efficiently executing radio station promotions, contests and events to grow ratings and revenue.

- * Scheduling and execution of On the Streets Promotions for our cluster of 5 radio stations.
- * Help coordinate some of Panama City's biggest events every year including the logistics and planning of the event and onsite execution
- * Manage a fleet of radio station vehicles and all remote equipment while keeping them in working order
- * Develop, manage and execute ratings and revenue generating promotions for the radio stations
- * Provide creative influence to enhance the stations image and visibility within the community to attract listeners and clients
- * Act as liaison between the Programming and Sales Departments to develop overall station campaigns, themes and marketing approaches
- * Day to day management within the Promotions Department including policies and procedures.
- * Implement grass roots marketing efforts at the local level
- * Supervise station contests and on-air implementation of promotional programs. Ensures FCC compliance with all on-air, online and on-site promotional contesting/events
- * Oversee on-air contesting, on-site client promotions, station events and website promotion
- * Create client proposals and promotional concepts congruent with station image and strategies. Manage and write promotional recaps at the conclusion of events and promotions to outline the stations support
- * Represent stations at events and meetings with public and clients, etc.
- * Meet day to day deadlines within the Marketing Department

Required Skills

- * Strong organization skills with ability to multi-task and manage multiple projects at one time

- * Strong oral and written communication skills
- * Proven understanding of digital marketing and utilization of social networking
- * Proficient in Microsoft Word, Excel, PowerPoint, Outlook, and web browsing
- * Strong attention to detail
- * Valid driver's license with a good driving record
- * Willingness to work flexible hours, including nights and weekends
- * Candidates must be able to lift and carry a minimum of 60 lbs and have the willingness and ability to learn how to operate promotional equipment

Required Experience

- * A minimum of 1-2 years' experience in promotions, marketing, radio or related industry. Supervisory skills are a plus
- * A high school diploma or equivalent plus 2 to 4 years of college strongly preferred

iHeartMedia 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

Job Location

PANAMA CITY, Florida, United States

Position Type

Full-Time/Regular

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The National Labor Exchange is sponsored by the National Association of State Work Force Agencies (NASWA)
The JOBS Top Level Domain is endorsed by HR Policy Association, The Public Policy Association of Chief Human Resource Officers.

powered by **VERISIGN** 

FOR INTERNAL BUSINESS RECORDS ONLY

**WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)
VACANCY DATA FORM**

Full-Time Job Title: National Sales Assistant	Date Filled: 08/31/15
Recruitment Source ("RS") Referring Hiree: iHeartMedia Careers Website	Total Number of Interviewees: 16

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
4	On-Air Announcements	N	0
8	iHeartMedia Careers Website 200 E. BASSE ROAD SAN ANTONIO, TX 78209 210.822.2828 Url: https://iheartmedia-openhire.silkroad.com Career Services Manual Posting	N	3
17	Employee Referral	N	1
18	Non-Employee Referral	N	2
20	Monster.com <i>(not directly contacted by SEU)</i>	N	1
26	Job Fairs	N	0
34	Employ Florida Marketplace www.employflorida.com 866.352.2345	N	0
53	Indeed.com 7501 N Capital of Texas Hwy Austin, TX 78731 www.indeed.com Open Hire Career Services 800.462.5842	N	9
54	Directemployers.com <i>(distribution to state workforce agencies as well as diversity-oriented job boards)</i>	N	0
Total Interviewees			16



what:

iHeartMedia

job title, keywords or company

where:

Panama City, FL

city, state, or zip

Find Jobs

[Advanced Job Search](#)

iHeartMedia jobs in Panama City, FL

[Upload your resume](#) - Let employers find you

Jobs 1 to 5 of 5

Get new jobs for this search by email

My email:

Activate

You can cancel email alerts at any time.

[Recommended Jobs](#) - 35 new

My recent searches

[iHeartMedia - Raleigh, NC](#) - 2 new

[iHeartMedia - New York, NY](#) - 10 new

[iHeartMedia - Los Angeles, CA](#) - 4 new

[iHeartMedia - Allentown, PA](#)

[clear searches](#)

Sort by: **relevance** - [date](#)

Distance:

within 25 miles

Salary Estimate

\$50,000+ (3)

Title

Company

Location

Job Type

Employer/Recruiter

National Sales Assistant - (Panama City, FL)

iHeartMedia, Inc. - Panama City, FL

iHeartMedia, Inc. is one of the leading global media and entertainment companies specializing in radio, digital, outdoor, mobile, live events, and on-demand. Easily apply

25 days ago - [save job](#) - [email](#) - [more...](#)

Get email updates for the latest **iHeartMedia jobs in Panama City, FL**

My email:

Activate

You can cancel email alerts at any time.

» [Post your resume](#) - It only takes a few seconds

» [View recommended jobs for you](#) - 35 new

what:

iHeartMedia

[Job search tips](#) - Sample search: [Texas jobs](#)

where:

Panama City, FL

Find Jobs

Related Forums: [Administrative Assistant - Panama City, Florida](#)

Salaries in Panama City, FL: [Administrative Assistant salary](#)

Indeed helps people get jobs: Over 2.2 million stories shared

[Jobs](#) - [Salaries](#) - [Trends](#) - [Forums](#) - [Browse Jobs](#) - [Tools](#) - [API](#) - [About](#) - [Contact](#)

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TAB C

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)

RECRUITMENT INITIATIVES FORM

October 1, 2013 to September 30, 2014

	Type of Recruitment Initiative (Menu Selection)	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.	Participate in Job Fair	February 7, 2014	Our SEU participated in the 27 th Bay County Annual Job Fair at the Haney Technical Center and Workforce Center. Station participants included our Traffic Assistant, Promotions Director, Account Executive-IMSP and Market Controller. Events of the day included collecting resumes and applications from interested attendees and answering questions regarding the various opportunities in the radio business.
2.	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting.	March 5, 2014	Our SEU hosted a one-hour discussion with business leaders in our community from the Bay County Chamber of Commerce entitled "Leadership Bay." Our SEU's presentation included topics such as trends in radio, advertising, corporate structure, community involvement and PSA production. Station participants included our Market Manager, Director of Sales, Market Controller, Operations Manager, Chief IT/Eng.
3.	Participate in Job Fair	May 15, 2014	Our SEU participated in the Career Source Gulf Coast 2014 Career Expo at the Panama City Mall. Station participants included our Market Controller, Traffic Assistant, Operations Manager, Market Manager, Integrated Media Solutions Provider, and our Director of Sales. Events of the day included collecting resumes and applications from interested attendees and answering questions regarding the various departments in the radio business.
4.	Participate in Job Fair	June 21, 2014	Our SEU participated in the 8 th Annual Red Cross Panhandle Women's EXPO at the Panama City Mall. Station participants included our Account Executive - IMSP, Promotions Director and our Director of Sales. Events of the day included distributing "We're Hiring" flyers to our booth visitors and questions regarding open positions at the SEU and the various opportunities in the radio business.

27th Annual Bay County Job Fair Registration

Friday, February 7, 2014
Haney Technical Center

Make your reservation today and mark your calendar to attend the 27th Annual Bay County Job Fair. Take advantage of the opportunity to talk face-to-face with a variety of job seekers to fill your employment needs. Availability is first come, first served.

Company Name: CLEAR CHANNEL MEDIA + ENTERTAINMENT
Address: 1834 Lisenby Avenue
City, State, Zip: Panama City, FL 32405
Contact Name: Carolyn Mosley Phone # 850.392.1168
Email Address: carolynmosley@clearchannel.com
Website Address: _____

We provide (1) 8 ft. table and (2) chairs. Please bring electrical cords and strips as needed - these items will not be supplied. For best placement, please provide the information below:

ELECTRICITY YES X No _____ WALL SPACE (very limited): YES XX No _____

ADDITIONAL REQUESTS: _____

Please indicate the type of *immediate* or *anticipated* openings within the next 3 months available in the following fields:

Entry level Supervisory Management Sales Technical Federal Retail
 Construction Restaurant Hospitality Manufacturing Medical other _____

*Our company has interest in or is committed to hiring Veterans? (if so please check box)

Please list your employees that will attend the job fair. Under Senate Bill 1774/House Bill 0891 Relating to Records/Sexual Predators & Offenders and the Jessica Lunsford Act, vendors/exhibitors must be documented and cleared on the school campus. Please attach additional names as needed.

Attendee Name: Matthew Mitchell

Attendee Home Address: _____

Attendee Name: Scott Goodlin

Attendee Home Address: _____

To reserve your table, simply complete this form and e-mail, mail or FAX it to Kimberly Drayton, Career Specialist, Haney Technical Center, draytk@bay.k12.fl.us, 3016 Highway 77, Panama City, FL 32405, FAX 850.767.5500. A confirmation will be sent to you via email within 2 - 4 days, if you do not receive a confirmation in 5 days, please contact us via e-mail at draytk@bay.k12.fl.us.

The Bay County Job Fair is not for "direct sales" or "home based" businesses. This Job Fair is not for businesses where success and income are determined by your effectiveness in building a sales organization that includes other consultants that help you expand your customer base as they build their sales organization.

* Thank you for showing your commitment and interest in hiring/recruiting Veterans. We would like to inform you that doors will be open from 8-9am to allow for Priority of Service for our Veterans. Please be prepared to set up early in order to meet with them.

TABLE EMPLOYER NAME		TABLE EMPLOYER NAME	
1	Haney Technical Center	40	North Florida Child Development, Inc.
* 2	Clear Channel Media and Entertainment	41	Lone Wolf Investigation & Security Services
3	Aflac Insurance	42	Waffle House
4	Health Check Incorporated	43	Ride On Commuter Services
5	Hospitality Staffing Solutions, LLC	44	Florida Highway Patrol
6	Pep Boys Auto	45	WJHG-News Channel 7
7	ST Aerospace Mobile, Inc	46	H&R Block
8	Merrick Industries	47	Oceaneering International, Inc.
9	American General Life and Accident	48	HealthSouth
10	Goodwill Industries	49	Ingalls Shipbuilding
11	Goldring Gulf Distributing	50	i9 Sports
12	FL State Hospital	51	Labor Ready
13	American Security Associates	52	L. Lance Security Services, LLC
14	BrightStar	53	WMBB
15	City of Panama City	54	United States Navy
16	Goldco (Burger King)	55	Rock & Roll Transit
17	Bay District Schools Transportation	56	
18	Minuteman Private Investigation and Security A	57	Gulf Coast Utility Contractor
19	Workforce Center	58	Tom Thumb
20	Workforce Center -Vet Staff	59	US Marine Corps
21	14th Judicial Court	60	Woodmen of the World
22	Military Media, Inc.	61	ResortQuest by Wyndham Vacation Rentals
23	Tyndall AFB and NSA-PC	62	Snelling Staffing Services
24	Kilwins Chocolates	63	Half Hitch Tackle
25	The Resort Collection	64	Papa John's Pizza
26	Bay County Vet Center	65	Royal American Hospitality
27	Yulista	66	WPGX Fox 28 Television
28	Aqua Coastal Sushi	67	TLC Providers
29	Eastern Industries	68	D.R. Horton
30	Runaway Island Beach Club	69	Wyndham Vacation Ownership
31	Avon	70	Personnel Resources
32	Gulf Coast State College	71	Advanced Refrigeration & Air, Inc.
33	FL Trade (part of Gulf Coast)	72	Buffalo Rock
34	Florida State University	73	Lincoln Heritage Life Insurance
35		74	
36		75	Miracle Strip at Pier Park
37	Hilton, Inc. Paradise Found Resorts and Hotels	76	Panama City Toyota
38	Shipwreck Island Waterpark	77	Sprint
39	Ingersoll Rand (Trane)	78	Employer Welcome Table



Session: Media / Communications
Date: Wednesday, March 5, 2014

Things to Remember: Dress Code. Name Tags. No phones allowed during sessions.
Emergency Contacts: Megan Meints 850-866-2737 & Joe Chavarria 850-819-7237

The purpose of the day is to help you:

- Understand the importance of media/communications industry to Bay County.
- Identifying the business sector's challenges and opportunities nationwide and locally.
- Learn about the different facets of media in Bay County.

8:15 AM Meet in parking lot of **Kmart** to carpool
Address: 1329 W 15th., Panama City, FL 32405

8:30 – 10 AM Visit **Clear Channel Radio**, Mrs. Jackie Rinker, Market Manager
Address: 1834 Lisenby., Panama City, FL 32405
- tour of the station, Q&A (**Breakfast to be served**)

10:15 AM – 12:15 PM Visit **News Herald**, Ms. Vickie Gainer, Marketing Director
Address: 501 West 11th St., Panama City, FL 32401
- tour of the facility, Q&A

12:30– 2:00 PM Visit **Lamar Advertising**, Ms. Claire Sherman, General Manager
Address: 1416 Center Ave., Panama City, FL 32401
- lunch
- tour of the facility, Q&A

2:00 – 2:45 PM **American Advertising Federation**, Presentation by Ron Sharpe
Topic: Future trends in Media / Communication business
Remain at Lamar Advertising.

3:00 – 4:00 PM Visit **WMBB**,
- tour of the station, meet WMBB Staff, Q&A
Address: 613 Harrison Ave., Panama City, FL

4:00 – 5:00 PM Class Project Time



625 Highway 231 | Panama City, FL 32405
P: 850.872.4340 | F: 850.872.4346
careersourcegc.com

May 15, 2014

Dear Clear Channel Media & Entertainment Representative:

The 2014 Career Expo is special to us, as it marks our 10th Anniversary. I am personally grateful for your participation in this signature event.

CareerSource Gulf Coast continues – with more energy than ever – to connect employers with skilled talent, and Gulf Coast residents with employment and career development opportunities. We realize that the economic prosperity of our region is driven by employers, like you, who grow your company through Florida’s talent pipeline. We are proud to be a small part of helping you connect to that pipeline.

In coming days and weeks, please take some time to discover what you may not know about who we are. The services we provide to employers are second to none, and are delivered to you at no cost. We’re happy to help you access local and state labor-market data, review resumes and screen candidates, host recruiting events – and so much more.

Please do stay in touch. Online, you will find facts about all of our services at careersourcegc.com, a growing business presence on LinkedIn (search CareerSource Gulf Coast), and increased digital communication through our electronic newsletter (please subscribe on our website).

Thank you again for participating in our 10th Annual Career Expo. Your presence makes a difference as we work to build better communities in Bay, Gulf and Franklin counties.

Best Wishes,

A handwritten signature in cursive script that reads "Kim".

Kimberly L. Bodine
Executive Director



WELCOME!

2014 CAREER EXPO

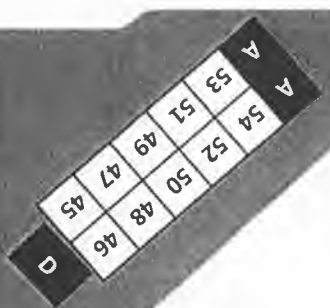


Hiring Opportunities: Booth Locations

1. AAA Refrigeration
2. Aarons Lease and Sales
3. Adecco
4. Alys Beach Resorts, LLC
5. Americans for Prosperity
6. Bay Medical Center
7. Berg Steel Pipe
8. Bluekey Property Mgmt. Bookit
9. BrightStar
10. Buffalo Rock
11. Chenegea
12. City of Panama City
13. Clear Channel Media
14. Clear Channel Media
15. David Costa Enterprises
16. Dept. of Children & Families
17. Eastern Shipbuilding
18. Embry-Riddle Aeronautical University
19. Emerald Coast Behavioral Hospital
20. Engility
21. FL Highway Patrol
22. FL State Hospital
23. CSGC FL Trade
24. CSGC Training Center (College)
25. Goldring Gulf Distributing Co.
26. Gulf Coast Medical Center
27. Haney Technical Center
28. HealthSouth
29. Lowe's
30. Magic Broadcasting
31. Merrick
32. Military Media (MA 365)
33. News Herald
34. North Florida Child Development
35. Oceaneering
36. Panama City Toyota
37. Peaden A/C
38. Personnel Resources
39. Powell Broadcasting
40. Regions Bank
41. Rescare Home Care
42. SBDC/VBOC
43. Seneca Telecommunications, LLC
44. Snelling Temporary Staffing Agency
45. Sonic
46. Sprint
47. The GEO Group (Bay Correctional)
48. Trane
49. Troy University
50. US Post Office
51. Waffle House
52. WalMart
53. Woodmen of the World
54. Yulista

Rest Rooms

Corridor A



CareerSource Services for Job Seekers & Employers

A: Application Station (Fill Out Applications) Interviewing Space

B: Job Seeker Registration

C: Employer Welcome & Information

D: Job Seeker Registration & FREE Resume Review





American Red Cross
Central Panhandle Chapter



8TH ANNUAL PANHANDLE WOMEN'S EXPO

JUNE 21

10 AM-5 PM

PANAMA CITY MALL

Join the Central Panhandle Chapter of the American Red Cross for the 8th Annual Panhandle Women's Expo for a magical day at the Panama City Mall that caters to women of all ages and walks of life.



2014 VENDOR LIST

- Sunny 98.5
- WMBB
- St Joe Foundation
- Skin Care Plus and Wellness Center
- DRT / Carpet Care Specialists
- Bay Medical Center / Sacred Heart
 - WOW
- Skin & Vein Wellness Center
 - Perfectly Posh
- Panhandle Educators Credit Union
 - Beauti Control
- Sears Home Services
 - ServPro
 - I-9 Sports
 - Thirty-One Gifts
- Emerald Coast Sleep Medicine - Dr. Tara Griffin
- Emerald Coast Gastroenterology - Dr. Mariucz Klin
- City of Panama City Beach Parks and Recreations
- Bay County Health Dept. HIV
 - Melissa Hagan for State Representative
 - Jamberry Nails
 - Advocate
 - Mary Kay
- Avon Products
- Campaign to elect Jamie Shepard
- Interyasc at Bay Radiology
- Dr. William Warnick, Board Certified Optometrist
- Snap 2 It Medical, PLLC
 - Bleachbrite of North Florida
- Mosley Skin Care Products
- 3D Lashes by Heather
 - Plexus Worldwide
 - Party Lite
 - Arbonne
 - Silk Scarf Art
 - Rodan and Fields
- Beach Body Shakology
 - Origami Owl
- AARP Grief & Loss Program
- Bay County Animal Control
 - Anytime Fitness
- Bay County Vet Center, Dept of Veterans' Affairs
 - Tupperware Florida
- Telecommunications Relay, Inc
 - Fit Evolution
 - American Red Cross

WPAP(FM), WFLF-FM, WFSY(FM), WDIZ(AM), WEBZ(FM)

RECRUITMENT INITIATIVES FORM

October 1, 2014 to September 30, 2015

	Type of Recruitment Initiative (Menu Selection)	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.	Host event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	January 14, 2015	Our SEU conducted a tour for the 2015 class of Junior Leadership Bay, a program of the Bay County Chamber of Commerce preparing high school juniors to face the challenges ahead as future business leaders. Station participants included one of our Morning Show Hosts, who led the students through a tour of the sales and administration areas and gave them an in-depth look at the programming and production as well.
2.	Participate in Job Fair	February 27, 2015	Our SEU participated in the 28 th Bay County Annual Job Fair at the Haney Technical Center and Workforce Center. Station participants included our Market Controller, Promotions Director, SVP of Sales and National Sales Assistant. Events of the day included collecting resumes and applications from interested attendees and answering questions regarding the various opportunities in the radio business.
3.	Participate in Job Fair	May 14, 2015	Our SEU participated in the Career Source Gulf Coast 2015 Career Expo - at the Panama City Mall. Station participants included our Business Manager, Promotions and SVP of Sales. Events of the day included collecting resumes and applications from interested attendees and answering questions regarding the various opportunities in the radio business.
4.	Participate in Job Fair	June 13, 2015	Our SEU participated in the 9 th Annual Red Cross Panhandle Women's EXPO at the Panama City Mall. Station participants included our Sales Department, Account Executive-IMSP, SVP of Sales and one of our Morning Show Hosts. Events of the day included distributing flyers about open positions at our SEU and answering questions regarding the various opportunities in the radio industry.

Junior Leadership Bay Tour 01/14/15

Wednesday January 14th, Program Director for Sunny 98.5 conducted a tour for the 2015 Class of Junior Leadership Bay. Junior Leadership Bay is a program of the Bay County Chamber of Commerce that prepares high school juniors to face the challenges ahead as future business leaders. The program educates students on resources and opportunities available in Bay County.

Logan led this group of approximately 17 local high school juniors through a tour of the sales and administration area and he gave them an in-depth look at the programming and production areas of iHeart Media Panama City. The group saw the inner workings of our operation and learned things like how we program the radio stations, how we conduct live radio shows, and even how to put together a commercial.

The tour lasted about an hour and 15 minutes from 1:45pm to 3:00pm.

Carol Moore, Bus. Manager
8/16/16

28th Annual Bay County Job Fair
Friday, February 27, 2015
8:00 a.m. – 1:00 p.m.
Employer Confirmation

Thank you for participating in the **Bay County Job Fair**. The Planning Committee has put a great deal of effort into making this a productive and “user friendly” event for both the employer and the job seeker. This letter will serve as confirmation that **your registration form has been accepted**.

The following items are important for you to know:

- The Job Fair will be held at Haney Technical Center, located at 3016 Highway 77, Panama City, FL 32405.
- The hours will be from 8:00 a.m. until 1:00 p.m. in the Commons Area of Building 1 (three-story building). **Veterans will have priority entry from 8-9**. Employers, please have a representative at your space at all times. **We do request that you plan to stay at the Job Fair until closing**.
- We will have a special entrance and parking for employers at the northeast end of Building 1 (three-story building). The parking area can be accessed from Minnesota Avenue. This entrance has large double doors to accommodate any display you may bring.
- You may begin setting up as early as 6:00 a.m. on the morning of the event. A site map will be provided to you at the door for you company’s location. An eight-foot table with two chairs will be set up at your designated space. **Please note that Florida law prohibits Bay County Schools from having open WiFi on campus; WiFi will not be available for use. Feel free to bring your own hot spot.**
- There are no restrictions or guidelines imposed on your selection of applicants to interview or recruit. The Media Center (on the Third Floor) will be available for on-site interviews.
- **Copy Service will not be available. Please plan accordingly.**
- A Control Center/Hospitality Room will be set up in Room 144. It will open at 7:00 a.m. for employers. Light snacks and refreshments will be provided. Our cafeteria will be serving lunch from 10:15 until 12:15. Lunch is \$5.00 and ala carte menu items are also available for purchase. If you have any problems that need addressing during the Job Fair, please see one of the committee members in the Control Center.
- You will be provided a **Job Fair Survey** the day of the Job Fair. A committee member will collect these surveys toward the end of the event. This information will help assess the results of this year’s event and help in planning for next year. We value your comments and appreciate your time in completing this form.

If you have any question, please contact Kimberly Drayton at 850-767-5500, Ext. 2125175, or by email at draytk@bay.k12.fl.us . For more information, you can also visit our website at www.baycountyjobfair.com .

BAY COUNTY JOB FAIR COMMITTEE

Kimberly Drayton
Haney Technical Center
Bay District Schools

Shea Barnes
Workforce Center
(a service of Gulf Coast State College)

Tim Bowers
Naval Support Activity
Transition & Employment Services

Charlie Carr
Tyndall AFB Airman & Family
Readiness Center

WELCOME

2015 CAREER EXPO



Hiring Opportunities: Booth Locations

1. Waffle House
2. Veterans Business Outreach
3. US Equal Emp. Opportunity
4. Panama City Toyota
5. Costa Ent. McDonald's
6. Buffalo Rock
7. Ride-On Commuter Services
8. DR Horton, America's Builder
9. Personnel Resources
10. Mills Heating and Air
11. The Home Depot
12. JENSEN USA, Inc.
13. WJHG-TV / WECP-TV
14. Rescare Residential
15. St. Joe Club & Resorts
16. Rescare Home Care
17. Florida Highway Patrol
18. Adecco Staffing
19. Bay County Commissioners
20. Lowes Homecenters, Inc.
21. Yulista
22. CareerSource Gulf Coast
23. Early Education and Care, Inc.
24. Gulf Coast Regional Medical Center
25. Talk Radio/Island 106/Groove 100.1
26. Enterprise Rent-A-Car
27. Emerald Coast Rheumatology
28. The News Herald
29. Snelling Staffing
30. Eastern Shipbuilding
31. Bay Medical Sacred Heart
32. Bookit.com
33. Dillard's
34. Chenega Global Services, LLC

Rest Rooms

35. SunTrust
36. Regions Bank
37. Berg Steel Pipe Corp
38. WPGX-TV Fox 28
39. Walmart
40. Emerald Coast Behavioral Hospital
41. Troy University
42. Sprint
43. Bay District Schools
44. Science Applications International (SAIC)
45. Florida Therapy Services, Inc.
46. Shimmering Seas Jewelry
47. Bay Correctional Facility
48. City of Panama City
49. HealthSouth
50. AUSGAR Technologies Int.
51. Labor Ready
52. Embry-Riddle Aeronautical University
53. Florida TRADE Program
54. Sonic Drive-Ins
55. Florida State Hospital
56. iHeart MEDIA

Corridor A

Sears

52	50	48	46
51	49	47	45
C			
D			

56	55
54	53

A A

B

44	42	40	38	36	34	32	30	28	26
43	41	39	37	35	33	31	29	27	25

24	22	20	18	16	14	12	10	8	6
23	21	19	17	15	13	11	9	7	5

4	2
3	1

C C

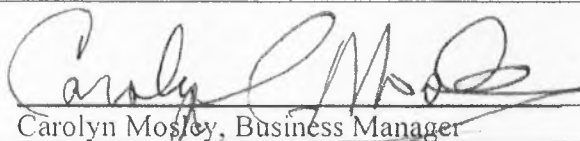
To Dillard's/
Food Court

CareerSource Services for Job Seekers & Employers
 A: Application Station (Fill Out Applications)
 B: Job Seeker Registration
 C: Interviewing
 D: Free Resume Review

Statement Concerning Participation in Recruitment Initiatives

On behalf of iHeartMedia's station employment unit based in Panama City, FL (the "SEU"), the undersigned affirms that the SEU engaged in the activity listed below as reported on the SEU's EEO Public File Report for the period of October 1, 2015-September 30, 2015.

Date	Brief Description of Activity	Personnel Involved
June 13, 2015	Our SEU participated in the 9th Annual Red Cross Panhandle Women's EXPO at the Panama City Mall. Events of the day included distributing flyers about open positions at our SEU and answering questions regarding the various opportunities in the radio industry.	Account Executive-IMSP, SVP of Sales and one of our Morning Show Hosts.



Carolyn Mosley, Business Manager

Date:

8/16/16