

**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 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, 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 : speak@southern.tech.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