

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

## EEO PUBLIC FILE REPORT

October 1, 2014 - September 30, 2015

### 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
Vice President, Sales	9, 12, 14-17, 21, 30, 32, 37	9
Sales Assistant	1-11, 13, 15-20, 22, 24-25, 27-29, 31, 33-37	9
Account Executive	1, 3-11, 13, 15-20, 22-29, 31, 33-37	9
Account Executive	1, 3-11, 13, 15-20, 22-29, 31, 33-37	9
Account Executive	1, 3-11, 13, 15-20, 22-29, 31, 33-37	26
Morning Co Producer/Co-Host	1-9, 11, 13, 15-20, 22-25, 27-29, 31, 33-37	9

Recruitment Source Art Institute of Fort Lauderdale was not notified of certain vacancies because its contact information changed. While the source did not provide updated information, the SEU has since clarified and/or corrected the information.

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### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
2	Art Institute of Fort Lauderdale 1799 SE 17th Street Fort Lauderdale, Florida 33316 Phone : (954)308-2605 Email : JBerkshire@aia.edu Jodi Berkshire	Y	0
3	Broward Community College 1000 Coconut Creek Blvd Bldg 46/ room 238 Coconut Creek, Florida 33066 Phone : (954)201-2282 Url : www.broward.edu Email : jobsearch@broward.edu Career Services	Y	0
4	Broward Workforce One 7550 Davie Road Extension Hollywood, Florida 33024 Phone : (954)967-1010x138 Url : www.wf1broward.com/ Email : jepps@careersourcebroward.com Jeff Epps	Y	0
5	City College 2000 W Commercial Blvd Suite 200 Ft Lauderdale, Florida 33309 Phone : 954-492-5353x2209 Email : mbelfond@citycollege.edu Manoucheka Belfond	Y	0
6	Connecticut School of Broadcasting 3450 northlake Boulevard Palm Beach Gdns, Florida 33403 Phone : (561)847-4126 Url : www.gocsb.com Email : sskinner@gocsb.com Fax : 1-561-847-4130 Stacey Skinner	Y	0

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7	Connecticut School of Broadcasting-Doral 8600 NW 36 Street, Suite 100, Miami, FL 33166 Miami, Florida 33166 Phone : 305-592-7133 Email : jbecerra@gocsb.com Jessica Becerra	Y	0
8	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-975-2597 Email : sdrice@cbs.com Sandra Rice	Y	0
9	Employee Referral	N	23
10	Florida Atlantic University 777 Glades Road Room 222 Boca Raton, Florida 33431 Phone : (561)297-3533 Url : www.fau.edu Email : jwatson@fau.edu Fax : 1-561-297-2740 James Watson	Y	0
11	Florida State University Career Center University Center 4th level Tallahassee, Florida 32306 Phone : (850) 644-6431 Url : www.fsu.edu Email : reception@admin.fsu.edu Fax : 1-850-644-3273 Michele Burney	Y	0
12	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	1

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13	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : (757)727-5331 Email : careercenter@hamptonu.edu Bessie Willis	Y	0
14	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
15	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	2
16	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> OpenHire Source Manual Posting	N	4
17	Internal Posting Florida Career Services Manual Posting	N	3
18	Johnson & Wales University 1701 NE 127 Street North Miami, Florida 33181 Phone : (305) 892-7030 Url : <a href="http://www.jwu.edu">www.jwu.edu</a> Email : <a href="mailto:craig.skilling@jwu.edu">craig.skilling@jwu.edu</a> Fax : 1-305-892-7030 Career Services	Y	0

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19	Keiser University 1500 NW 49th Street Ft. Lauderdale, Florida 33309 Phone : (954)431-4300 Email : ksornoza@keiseruniversity.edu Kenlly Sornoza	Y	0
20	Lindsey Hopkins Technical College 750 NW 20th Street A-120 Miami, Florida 33127 Phone : (305)324-6070 Ext 7044 Email : mdescartes@dadeschools.net Maggie Descartes	N	0
21	Linked In (not directly contacted by SEU)	N	1
22	Miami Dade College 627 SW 27th Avenue Room 1112 Miami, Florida 33135 Phone : (305)237-6247 Url : www.mdc.edu Email : jorge.hernandez2@mdc.edu Jorge Hernandez	Y	0
23	Miami Media School 901 Souoth Miami Avenue Suite 303 Miami, Florida 33130 Phone : 305-728-1120 X 8105 Email : aserrate@beonair.com Ashley Serrate	N	0
24	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
25	New Birth Baptist Enterprize 8400 NE 2nd Avenue Miami, Florida 33138 Phone : (305)757-2199 Ext 225 Email : mfreeman@nbbcmiami.org Marietta Freeman	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Non-Employee Referral	N	1
27	Northside One Stop Center 7900 NW 27th Avenue Suite 200 Miami, Florida 33147 Phone : (305)693-2060x5476 Email : Kelvin.Taylor@CareerSourceSFL.com Kelvin Taylor	Y	0
28	Pennsylvania State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : (305)863-6081 Url : www.psu.edu Email : rpm163@psu.edu Bob Martin	Y	0
29	Radio Station Websites (one or more SEU stations) Florida Career Services Manual Posting	N	0
30	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
31	SAE Institute of Technology-Miami 16051 West Dixie Highway Suite 200 North Miami Beach, Florida 33160 Phone : 305-944-7494 Email : f.troope@sae.edu Fiona Troope	Y	0
32	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0

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33	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
34	University of Florida 3104 Weimer Hall PO Box 118405 Gainesville, Florida 32611-8405 Phone : 352-392-0771x1158 Email : rgork@wruf.com Renee Gork	N	0
35	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : <a href="http://www.jou.ufl.edu/">http://www.jou.ufl.edu/</a> Email : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0
36	University of Miami P.O. Box 249127 Miami, Florida 33124 Phone : (305)284-2474 Email : lherrera@miami.edu Fax : 1-305-284-8186 Luis Herrera	Y	0
37	DirectEmployers.org (Association distributing job postings to state workforce agencies throughout the United States and diversity oriented job boards)	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>35</b>

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### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2014	Establishment of an intern program designed to assist members of the community	From June 2014 through October 2014, our SEU hosted two interns from the Dan Marino Foundation and Valencia College. One of the interns learned about and experienced careers in broadcasting by working in our WHYI Production Department under the supervision of our Production Director. The other intern learned about and experienced careers in broadcasting by working in our WIOD Programming Department under the supervision of our Assistant Program Director.	See description	See description
2	6/10/2015	Participation in Job Fairs	On June 10, 2015, IHM Miami attended the Job News Job Fair at the BB&T Center in Sunrise. Careers in radio were discussed with attendees, copies of current openings were distributed, applications and resumes were collected and distributed to the appropriate manager for future consideration, and attendees were provided the address for IHeartMediaCareers.com for current employment opportunities and applications.	See description	Executive Assistant