

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ

EEO PUBLIC FILE REPORT

October 1, 2018 - October 1, 2019

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
On Air Talent	1-5, 7-16, 19, 21-22, 24-27	14
Outside Account Executive	1-5, 7-16, 18-19, 21-22, 24-27	18
Sales Assistant	1-5, 7-16, 19, 21-27	15
Administrative Support	1-16, 19, 21-27	6
Promotion Events Planner	1-5, 7-17, 19, 21-27	17
Outside Sales	1-5, 7-16, 19-27	20
Sales Assistant	1-5, 7-16, 19, 21-27	16

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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 Phone : 310-457-8058 Email : jdenver@allaccess.com Joel Denver	N	0
2	Bethune Cookman College Career Planning 640 Dr. Mary McLeod Bethune Rd Boytona Beach, Florida 32114 Phone : 386-481-2143 Url : www.bethune.cookman.edu Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
3	Career Source of SW Florida-Ft Myers 4150 Ford Street Extension Ft Myers, Florida 33916 Phone : 239-931-8200x1220 Email : mcrawford@careersourcesouthwestflorida.com Martha Crawford	N	0
4	Career Source Southwest Florida Naples Jobs 4150 Ford Street Extension Ft Myers, Florida 33916 Phone : 239.931.8200 x.1220 Email : bbarger@careersourcesouthwestflorida.com Beth Barger	N	0
5	Craig's List Ft Myers/SW Florida P.O. Box 225159 San Francisco, California 94122 Url : https://fortmyers.craigslist.org/ Career Services Manual Posting	N	0
6	Employee Referral	N	1
7	Florida A&M University Placement Office P.O. Box 14 Tallahassee, Florida 32073 Phone : 850-599-3496 Email : careercenter@fam.u.edu Christopher Anderson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Florida Association of Broadcasters Job Bank 201 S. Monroe Street Tallahassee, Florida 32301 Phone : 850-825-5322 Url : www.fab.org Email : intern@fab.org Lindsay Varn	N	0
9	Florida Gulf Coast University Career Development Services 10501 FGCU Blvd Ft. Myers, Florida 33965 Phone : 239-590-7833 Url : studentservices.fgcu.edu/careers Email : aparke@fgcu.edu Amanda Parke	N	0
10	Florida Memorial University 15800 NW 42nd Avenue Miami, Florida 33054 Phone : 305-626-3600 Email : ajackson@fmuniv.edu Athena Jackson	N	0
11	Florida Southwestern College Career Placement Center P.O. Box 06210 Ft. Myers, Florida 33906 Phone : 941-637-5693 Email : pschollard@fsw.edu Paul Schollard	N	0
12	Goodwill Job Link Center 2325 Tamiami Trail Port Charlotte, Florida 33952 Phone : 941-255-3884 Email : sabreniamorgan@goodwillswfl.org Fax : 1-941-255-3884 Sabrenia Morgan	Y	0
13	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	1

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14	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	2
15	Indeed 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : www.indeed.com Online Source Manual Posting	N	2
16	Internal Posting 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting	N	2
17	Internal Posting	N	1
18	Linked In	N	1
19	On-Air Announcements (one or more SEU stations) 13320 Metro Parkway Ft Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting	N	1
20	Self Referral	N	1
21	Southern Technical College Placement Office 1685 Medical Lane, Suite 200 Ft. Myers, Florida 33907 Phone : 239-939-4766x226 Email : cacevedo@southern.tech.edu Christy Acevedo	N	0
22	Station Website (one or more SEU stations) 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting	N	0

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23	SW Florida Hispanic Chamber of Commerce Career Placement Center 3343 Palm Beach Blvd Ft. Myers, Florida 33916 Phone : 239-418-1441 Email : hispanicchamberflorida@gmail.com Veronica Culbertson	N	0
24	The News Press 2442 Dr. Martin Luther King Jr. Blvd. Ft. Myers, Florida 33901 Phone : 239-335-0335 Career Services Manual Posting	N	0
25	University of Central Florida Career Resource Center Adm. Building, Room 124 Orlando, Florida 32816 Phone : 407-823-3368 Email : career@mail.ucf.edu Fax : 1-407-823-5909 Genesis Rawls	N	0
26	University of Florida College of Journalism & Communication 1080 Weimer Hall / P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-392-0466 Email : KGraham@jou.ufl.edu Fax : 1-352-845-2484 Katrice Graham	N	0
27	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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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	1/8/2019	Participation in events or programs sponsored by educational institutions	The Junior Leadership Charlotte, Class of 2019, toured IHM Port Charlotte. They discussed job opportunities, spent time performing some parts of the radio industry. Were educated on the skills needed to be an on-air talent.	4	GENERAL SALES MANAGER ON-AIR TALENT ON-AIR TALENT ON-AIRE TLAENT
2	1/15/2019	Participation in other activities designed by the station employment unit	JUNIOR LEADERSHIP OF CHARLOTTE COUNTY - VISITED IHEARTMEDIA, INC., PORT CHARLOTTE, TOURED LOCATION, DID SOME HANDS ON DJ ACTIVITIES, LEARNED ABOUT CURRENT POSITIONS OPENED WITHIN OUR COMPANY, WHAT SKILLS ARE REQUIRED FOR VARIOUS POSITIONS.	4	GENERAL SALES MANAGER ON-AIR TALENT ON-AIR TALENT ON-AIR TALENT
3	2/26/2019	Participation in job banks, internet programs and other programs designed to promote outreach	IHM FT. MYERS HELD CAREER DAY FOR JUNIOR LEAGUE OF CAPE CORAL. OUR OPERATIONS MANAGER DISCUSSED VARIOUS JOB OPPORTUNITIES, PRIMARILY ON-AIR POSITIONS AND REQUIREMENTS FOR SUCH POSITIONS.	4	OPERATIONS MANAGER MARKET PRESIDENT PROMOTIONS DIRECTOR PROGRAM DIRECTOR
4	3/21/2019	Co Sponsoring Job Fair	IHEARTMEDIA, INC., WAS PART OF A CAREER FAIR AT FSW ON 3/21/2019 FROM 10A-1P, WHEREAS WE DISCUSSED WITH COLLEGE STUDENTS VARIOUS JOB OPPORTUNITIES WITHIN OUR COMPANY.	3	PROMOTIONS DIRECTOR SENIOR ACCOUNT EXECUTIVE EXECUTIVE ASSISTANT
5	7/8/2019	Participation in events sponsored by community groups	Boys & Girls Club Immokalee - During the visit Brittany conducted a Q&A regarding the various areas of employment within iHeartMedia, Inc. organizations. These particular individuals are primarily interested in a future in broadcasting and "DJ" positions. After touring the facility, they joined Brittany in the studio to do some on-air tasks and recorded some breaks.	15	On-Air Talent Operations Manger Program Director

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6	8/6/2019	Participation in events or programs sponsored by educational institutions	DUNKIN SCHOLARSHIP PROGRAM - LOCAL GRADUATES (5) STUDENT WINNERS	15	EXECUTIVE ASSISTANT ON-AIR TALENT DUNKIN MANAGER INTEGRATED MARKETING PROMOTIONS DIRECTOR