

WBTP, WDAE, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WXTB
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive	2-8, 10, 13-15, 17-23	8
Outside Account Executive	1-10, 13-14, 16-23	16
iHeartMedia Tampa Bay Creative Production Designer	1-4, 6-8, 10, 14, 17-20, 22-23	8
Vice President of Sales, WFLZ, WBTP and Throwback	1-4, 6-8, 10, 12, 14, 17-20, 22-23	12
Promotions Director	1-4, 6-10, 14, 17-20, 22-23	8
WMTX Morning Co-Host	1-4, 6-8, 10, 12, 14, 17-20, 22-23	12
Outside Account Executive	1-10, 13-14, 17-20, 22-23	13
Outside Account Executive	1-10, 13-14, 17-20, 22-23	8
WMTX Morning Show Host	1-4, 6-8, 10-12, 14, 17-20, 22-23	12
Traffic Manager	1-2, 4, 6-8, 10, 14, 17-20, 22-23	8
Traffic Manager	1-2, 4, 6-8, 10, 14, 17-20, 22-23	8
Traffic Manager	1-2, 4, 6-8, 10, 14, 17-20, 22-23	8
Traffic Manager	1-2, 4, 6-8, 10, 14, 17-20, 22-23	8
Traffic Manager	1-2, 4, 6-8, 10, 14, 17-20, 22-23	8
Traffic Manager	1-2, 4, 6-8, 10, 14, 17-20, 22-23	8
Traffic Manager	1-2, 4, 6-8, 10, 14, 17-20, 22-23	8
Traffic Manager	1-2, 4, 6-8, 10, 14, 17-20, 22-23	8
Outside Account Executive	1-2, 4-10, 13, 17-20, 22-23	5
Outside Account Executive	1-2, 4-10, 13, 17-20, 22-23	8
Digital Sales Engineer	1-2, 4, 6-10, 17-20, 22-23	8
Traffic Manager	1-2, 4, 6-8, 10, 17-20, 22-23	8
Traffic Manager	1-2, 4, 6-8, 10, 17-20, 22-23	8
Traffic Manager	1-2, 4, 6-8, 10, 17-20, 22-23	8
Traffic Manager	1-2, 4, 6-8, 10, 17-20, 22-23	8
Traffic Manager	1-2, 4, 6-8, 10, 17-20, 22-23	8
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Traffic Manager	1-2, 4, 6-8, 10, 12, 17-20, 22-23	12
Traffic Manager	1-2, 4, 6-8, 10, 12, 17-20, 22-23	12
Traffic Manager	1-2, 4, 6-8, 10, 12, 17-20, 22-23	12

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	Barry University 11300 NE Second Avenue Miami Shores, Florida 33161-6695 John Moriarty Manual Posting	N	0
3	Brewster Tech Center 2222 North Tampa St Tampa, Florida 33602 Email : john.holmes@sdhc.k12.fl.us John Holmes	N	0
4	DirectEmployers Association, Inc. (<i>assn. distributing job</i> 9002 N. Purdue Road, Suite 100 <i>postings to state job banks,</i> Indianapolis , Indiana Katherine Larrabee Manual Posting	N	0
5	Employee Referral	N	7
6	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
7	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	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	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	49
9	Indeed.com - Not Directly Contacted by SEU	N	9
10	Inside Radio Texas Phone : 813-832-1000 Miki Parks Manual Posting	N	0
11	Internal Posting	N	1
12	Internal Transfer/Promotion	N	10
13	LinkedIn - Not Directly Contacted by SEU	N	6
14	Pinellas County Urban League 333 31st St North St Petersburg, Florida 33713 Phone : 727-327-2081x112 Email : msscott@pcul.org Marshae Scott	N	0
15	Previous Employee	N	1
16	Re-hire	N	1
17	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0
18	Society of Broadcast Engineers 9102 N Meridian St Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 John Poray Manual Posting	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
19	Tampa Radio Advertising (one or more SEU stations) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	1
20	Tampa Radio Websites (<i>navigation link to corporate 4002 Gandy Blvd careers website</i>) Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	0
21	Unknown (source not adequately identified upon inquiry by SEU)	N	2
22	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
23	www.MyDamnChannel.com/RAMP 25379 Wayne Mills Place #382 Valencia, California 91355 Phone : 661-294-9408 Kevin Carter Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			87

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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	10/22/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted University of Tampa's Broadcast Media Class Com250 for a station tour. Station participants, included our Program Director and a morning show Host. They guided students through our station facilities for a "behind-the-scenes" look at broadcast operations, conducted a brief Q&A session regarding careers in broadcasting, discussed internship and employment opportunities in broadcasting, and handed out station information.	2	WFLA Program Director WFLA Morning show host
2	11/12/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted members of the Tampa Chapter of the Delta Sigma Theta Sorority for a station tour. Station participants included our VP Programming, Program Director from WFLA + WHNZ and an On-Air Host. They guided the members through our station facilities for a "behind-the-scenes" look at broadcast operations, allowed the members to follow their workday for a "behind-the-scenes" look at broadcast operations, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting, discussed internship and employment opportunities in broadcasting, handed out station information, etc.	4	VP Programming WFLA Program Director WHNZ Program Director WFLA Morning Show talent

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3	11/28/2018	Participation in events sponsored by community groups	Our SEU hosted participants of Leadership Tampa as part of their 2018 Media Day. Founded by the Greater Tampa Chamber of Commerce, the members are business/professional people who hold leadership positions within local companies or organizations, and participate in educational sessions, tours and candid conversations with community leaders regarding a variety of issues, including economic development. Station participants guided members of Leadership Tampa through our station facilities for a “behind-the-scenes” look at broadcast operations, and provided them an opportunity to gain a better understanding of iHeartMedia Tampa.	3	Market President Senior Vice President of Programming Senior Vice President of Sales
4	3/1/2019	Establishment of training programs for station personnel	Throughout this reporting period, our SEU’s Program Director worked with an On-Air Talent at the station(s) to mentor him through weekly training’s, job shadowing and hands on experience.	3	Assistant Program Director Program Director SVPP of Programming
5	3/12/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Junior Achievement Finance Park’s career day in Tampa, FL. Station participants included our Market Manager, SVP of Sales, Finance Manager and Sales Executive. Our station participants spoke to students and careers in radio and employment opportunities in broadcasting generally.	8	SVP of Sales Market Manager Finance Manager Sales Executive
6	3/14/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Junior Achievement BizTown’s career day event in Tampa, FL. Our SVPP, Program Director, Market Manager and On Air Talent discussed careers in radio with the students and employment opportunities in broadcasting generally.	4	Market Manager SVP of Programming Program Director of WFUS On Air Talent

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7	4/2/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted members of the Louise Graham Art Center for a station tour. Station participants included our Program Director. Our Program Director guided students through our station facilities for a “behind-the-scenes” look at broadcast operations, discussed careers in radio, and conducted a brief Q&A session regarding careers in broadcasting.	1	Program Director
8	6/6/2019	Participation in events sponsored by community groups	Our SEU hosted members of Pinellas County Spanish Summer Immersion Camp for a station tour. Station participants included our Senior Vice President of Programming and an On-Air Host. They guided the members through our station facilities for a “behind-the-scenes” look at broadcast operations, discussed internship and employment opportunities in broadcasting.	2	WRUB On-Air Talent SVPP of Programming
9	7/15/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted members of the Extreme Dance members. Station participants included our Program Director. Our PD guided members through our station facilities for a “behind-the-scenes” look at broadcast operations, discussed careers in radio, discussed internship and employment opportunities in broadcasting, handed out station information, etc.	1	Program Director
10	8/9/2019	Participation in events or programs sponsored by educational institutions	Our SEU's Assistant Program Director served as a speaker during the Jesuit High School State Championship in Tampa, FL. Our APD discussed his background, as well as careers in radio, discussed internship and employment opportunities in broadcasting generally, handed out station information, etc	1	Assistant Program Director