

**WBGG-FM, WHYI-FM, WINZ(AM), WIOD(AM), WZTU(FM), WMIA-FM,
WMIB(FM)**

**EEO PUBLIC FILE REPORT
October 1, 2015 - September 30, 2016**

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
News Reportor/Anchor	1-3, 6-13, 15, 18, 20-22, 24-28, 30-33	15
Account Executive	2-4, 6-13, 16-17, 20-22, 24-28, 30-33	10
Midday Host	2-4, 6-13, 20-22, 24-28, 30-33	10
Account Executive	1-4, 6-13, 20, 22, 24-28, 30-33	10
News Anchor/Reporter	1-4, 6-16, 18, 20, 22, 24-28, 30-33	10
Account Executive	1-4, 6-16, 18, 20, 22, 24-33	10
Account Executive	1-16, 18, 20, 22, 24-28, 30-33	15
Account Executive	1-16, 18, 20, 22, 24-28, 30-33	10
Account Executive	1-16, 18, 20, 22, 24-28, 30-33	5
Morning Show Producer	1-4, 6-16, 18, 20, 22, 24-28, 30-33	10
Account Executive	1-4, 6-16, 18, 20, 22-33	23
Account Executive	1-4, 6-16, 18, 20, 22-33	10
Account Executive	1-4, 6-16, 18, 20, 22-33	10
Account Executive	1-4, 6-16, 18, 20, 22-33	18
Account Executive	1-4, 6-16, 18, 20, 22-33	10
Account Executive	1-4, 6-16, 18, 20, 22-33	16
General Sales Manager	14-16, 18-19, 29	19
On-Air Talent	1-4, 6-16, 18, 20, 22, 24-33	10
Spanish Evening Host for Miami's Tu 94.9	1-4, 6-16, 18, 20, 22, 24-33	10

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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.wflbroward.com/ Email : jepps@careersourcebroward.com Jeff Epps	Y	0
5	Career Fair	N	1
6	City College 2000 W Commercial Blvd Suite 200 Ft Lauderdale, Florida 33309 Phone : 954-492-5353x2209 Email : mbelfond@citycollege.edu Manoucheka Belfond	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
7	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
8	Connecticut School of Broadcasting-Doral 8600 NW 36 Street, Suite 100, Miami, FL 33166 Miami, Florida 33166 Phone : 305-592-7133 Email : elynn@gocsb.com Erica Lynn	Y	0
9	Emma Bowen Foundation 524 West 57th Street New York, New York 10019 Phone : 212-664-3486 Email : Sandra.Rice@nbcuni.com Sandra Rice	Y	0
10	Employee Referral	N	18
11	Florida Atlantic University 777 Glades Road Room 222 Boca Raton, Florida 33431 Phone : (561)297-3533 Url : www.fau.edu Email : jberma16@fau.edu Fax : 1-561-297-2740 Jennifer Berman	Y	0
12	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

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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 : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
15	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	5
16	Indeed 7501 Capital of Texas Hwy Austin, Texas Phone : 800-462-5842 Online Source Manual Posting	N	6
17	Indeed.com	N	2
18	Internal Posting Florida Career Services Manual Posting	N	8
19	Internal Transfer/Promotion	N	1
20	Johnson & Wales University 1701 NE 127 Street North Miami, Florida 33181 Phone : (305) 892-7030 Url : www.jwu.edu Email : craig.skilling@jwu.edu Fax : 1-305-892-7030 Career Services	Y	0

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21	Keiser University 1500 NW 49th Street Ft. Lauderdale, Florida 33309 Phone : (954)431-4300 Email : ksornoza@keiseruniversity.edu Kenlly Sornoza Prong 2 Ended Date: 1/5/2016	N	0
22	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
23	Linked In	N	1
24	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
25	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	1
26	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
27	Northside One Stop Center 7900 NW 27th Avenue Suit 200 Miami, Florida 33147 Phone : (305)693-2060x5476 Email : Kelvin.Taylor@CareerSourceSFL.com Kelvin Taylor	Y	0

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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	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
31	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
32	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : http://www.jou.ufl.edu/ Email : charris@jou.ufl.edu Fax : 1-352-846-2484 Charles Harris	N	0
33	Universty 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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

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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	1/19/2016	Participation in events or programs sponsored by educational institutions	Florida Atlantic University (FAU) An On Air personality was the speaker for the 50 students in the Upward Bound Program at FAU, a Pre-College program targeting first generation college and/or economically disadvantage youth. She discussed careers in radio, her own experience, and the education required for the various job categories in radio.	1	see description
2	3/28/2016	Participation in other activities designed by the station employment unit	<p>The Juice High School Tour The Juice High School Tour: A mobile event that promotes academics, education, social responsibility and community for high school students.</p> <p>The 90-minute event traveled to Miami Central High School on 3-28-16 and Carol City High School on 3-29-16. The 90-minute event consisted of four segments: The Student Fair 60-minutes, Scholarship giveaway 10-minutes, Juice Performance 20-minutes and four (4) live product giveaways throughout the course of the event.</p> <ul style="list-style-type: none"> •Student Fair: music, vendor booths and vendor interaction, giveaways and more! •Scholarship Giveaway: One graduating senior from each high school will be awarded a \$1,000 scholarship. Scholarship requirements are determined by a community event or fundraiser the student creates & executes. •Juice Performance: A live musical performance by national & indie recording artists. <p>IHeart Radio staff participating included the Partnership Manager, Sales Manager, an On Air Talent, a MixShow DJ, and 2 Promotions assistants, each of who addressed students about career opportunities in radio, the various jobs in the business, the education and skills required for each job, and their own experiences in the business.</p>	6	See description

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3	4/15/2016	Participation in other activities designed by the station employment unit	Johnson & Wales University station tour An On Air personality gave a tour of the facilities to the radio class from Johnson & Wales University, showing the students the studios, production rooms, and observing live On Air shows. They visited the other departments, and the General Sales Manager gave a presentation in the Theatre, and personalities as well as Programmers and the Sales Manager answered questions about jobs at the stations and careers in radio. About 45 students attended and toured in 2 sessions.	5	See description
4	4/19/2016	Participation in events or programs sponsored by educational institutions	UMTV Pulse "Talk The Talk" Featuring IHeartMedia The University of Miami invited representatives from IHeartMedia Miami to headline a Panel discussion of careers in radio headed by Y-100 Personality Drew. Speakers included Drew, Dj Bullet Proof, K. Foxx, Ivory, and Stichiz, all personalities at Iheart radio stations. They discussed their careers, career opportunities in radio, the education and experience required for these jobs. The event was attended by several hundred UM students. It lasted about 3 hours.	1	
5	5/18/2016	Participation in events sponsored by community groups	NAF Mega Student Industry Conference Entitled "Paving the Way to a Future Career" held at the Doubletree Miami Convention Center, the conference featured a keynote speaker and other special speakers including a WMIB Personality as Presenter whose 2 sessions were entitled, "Let's Talk Radio". There were break out sessions, plus internship interviews with industry professionals. Approximately 1400 high school students from Miami-Dade attended.	1	See description

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6	7/7/2016	Participation in other activities designed by the station employment unit	Following the announcement that Miami Columbus High was voted Best High School Journalism Program in the Nation, IHeart Miami put together a tour of the facilities with presentations by the Operations Manager, General Sales Manager, as well as 2 On Air Personalities from 2 stations, about the radio business and careers. They spent time in the WIOD News Talk studios.	1	See description