#### EEO PUBLIC FILE REPORT 5/20/15

This EEO Public File report is filed in the WNIR/WJMP/WAOH-CD/W16DO-D Public Inspection File pursuant to Section 73.2080(c)(6) of the Federal Communications Commission rules. This is for the Media-Com, Inc./Media-Com Television, Inc. employment unit.

During the period 5/21/14-5/20/15 three full-time vacancies were filled.

Attachment A contains the total number of persons interviewed for the full-time vacancies, all recruitment sources used and the total number of interviewees referred by each.

Attachment B contains the recruitment information for the Account Executive vacancy 3/5/14.

Attachment C contains the recruitment information for the Account Executive vacancies 9/16/14.

Attachment D contains outreach activities.

## Attachment A (pg1)

# TOTAL NUMBER OF INTERVIEWEES AND TOTAL NUMBER OF INTERVIEWEES BY EACH RECRUITMENT SOURCE

Total Number of Persons Interviewed for Full-Time Vacancies: 14

er of	Total Number		Total Number of	
	Interviewees		<u>Interviewees</u>	
<u>the</u>	Referred by th		Referred by the	
	Source for	<u>Name of</u>	Source for	Name of
	<u>Vacancies</u>	Recruitment Source	<u>Vacancies</u>	Recruitment Source
		Akron Community Service		
		Center & Urban League		Akron Chapter NAACP
		Baldwin Wallace College		Akron/Summit Community
		Career Service		Action Council
				Ashland University
		Cleveland Chapter NAACP		Career Development
		Career Services		
		Ohio University		WBWC
				Case Western Reserve
		Collegiate Broadcasters		Career Planning
		Hiram College		Cleveland State Career Serv
		Career Center		
				Community Action Council
		East Akron Neighborhood		of Portage County
		KSU School of Journalism		
		and Mass Communication		Emma Bowen Foundation
		Notre Dame College of Ohio		KSU Career Services
		Career Development		Center
		Ohio State University		Malone College
		Arts & Sciences		Career Services
		Portage Workforce		Ohio Center for
		Connection		Broadcasting
		Summit County Human		Ohio University School of
		Services		Media Arts & Studies
		The University of Akron		
	1	Communication Dept.		Senior Workers Action
		Ursuline College Career		The University of Akron Ctr
		Resource Center		for Career Management
				Urban League of Greater
		WJCU Radio		Cleveland
		WZIP Radio		Walsh University
		National Alliance State		Youngstown State University
		Broadcast Association		Career Services
		Ohio Association of		
		Broadcasters	4	wnir.com
	6			
	<u> </u>	WNIR Radio		Record Courrier
				Akron Beacon Journal
		WAOH/WAX		Career Builder/Monster
		allaccess.com		WJMP
			1	
	6	National Alliance State Broadcast Association Ohio Association of Broadcasters WNIR Radio WAOH/WAX	2	Youngstown State University Career Services wnir.com Record Courrier Akron Beacon Journal

Attachment B (pg1)

### FULL-TIME VACANCY EEO INFORMATION

Job Title of vacancies: Account Executive

Recruitment sources that referred the hiree: WNIR

Date vacancy opened: 3/5/14

Total Number of Persons Interviewed for the Vacancy: 9

Date vacancy Filled: 7/8/14

Recruitment sources used to fill the vacancy:	F	lecrui	tment	sources	used to	) fill	the va	cancv:
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	Necruimen	t sources used to till the	vacancy.	T	
Name of Recruitment Source	<u>Address</u>	Contact Person	<u>Phone</u>	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Akron Community					
Service Center &	440 Vernon Odom Blvd.				
Urban League	Akron, OH 44307	Lamon Harris	234-542-4157		
Akron/Summit Community	55 East Mill St.				Υ
Action Council	Akron, OH 44308	Rebecca Davison	330-572-8302		I
Ashland University	401 College Ave.				
Career Development	Ashland, OH 44805	Karen Hagans	419-289-5067		
	214 Kleist Center				
Baldwin Wallace College	275 Eastland Rd.				Υ
Career Service	Berea, OH 44129	Linda Kerbusch	440-826-2465		
	275 Eastland Rd.		1.0 0.0 2.100		
WBWC	Berea, OH 4419	Joe Tarantowski	440-826-2145		
	Baker University				
Career Services	Center 533				Υ
Ohio University	Athens, OH 45701	Christie Lee	740-593-1394		
Case Western Reserve	10900 Euclid Ave.				
Career Planning	Cleveland, OH 44106	Emily Perry	216-368-4446		
Cleveland Chapter	2131 Stokes Blvd.				
NAACP	Cleveland, OH 44106 2121 Euclid Ave.	Sheila Wright	216-231-6260		
Cleveland State Univ	Room RTW280				
Career Services		Charlene Janes	046 607 0047		
Career Services	Cleveland, OH 44115 P. O. Box D	Charlene Jones	216-687-2247		
Collegiate Broadcasters	Austin, TX 78713	Will Robedee	713-348-2935		Υ
Community Action Council	P. O. Box 917	Will 1 (Obedee	7 10-040-2000		
of Portage County	Ravenna, OH 44266	Arlene Habeeb	330-297-1456		
East Akron	550 S. Arlington St.	, 11010 / 102002	000 201 7 100		
Neighborhood	Akron, OH 44306	Grady Appleton	330-773-6838		
	300 New Jersey Ave NW				
Emma Bowen	Suite 700	Phylis Eagle-			
Foundation	Washington, DC 20001	Oldson	202-524-6409		
Hiram College	P. O. Box 67				Υ
Career Center	Hiram, OH 44234	Barbara Kundus	330-569-5131		<b>f</b>
KSU Career Servces	800 E. Summit St.				
Center	Kent, OH 44242	Robin Pijor	330-672-2360		
KSU School of Journalism	KSU Room 201 Franklin Hall	The NAME of the state of	000 070 0570		
and Mass Communication Malone College	Kent, OH 44242 2600 Cleveland Ave. NW	Thor Wasbotten	330-672-2572		
Career Services		lon Vannast	220 474 0224		Υ
Career Services	Canton, OH 44709	Jen Vannest	330-471-8321		

Attachment B (pg2)

Attachment B (pg2)					
				Total Number of Interviewees Referred by the	Did the Source
Name of		Contact		Source for the	<u>Request</u>
Recruitment Source	Address	Person	Phone	Vacancy	Notification?
		II Olour	<u>II none</u>	<u>vacancy</u>	
Notre Dame College of Ohio	4545 College Rd.				
Career Development	S. Euclid, OH 44121	Kimberly Lane	216-373-5290		
Ohio Center for	9885 Rockside Rd. Suite 160				
Broadcasting	Valley View, OH 4125	Elizabeth Grattan	216-447-9117		Υ
The Ohio State University	48 Townshend Hall				
The Ohio State University	190 W. 17th Ave.				
Arts & Sciences Ohio University School of	Columbus, OH 43210 9 S. College St.	Randy Dineen	614-688-4522		
Media Arts & Studies	1 -	D	740 500 4070		
Portage Workforce	Athens, OH 45701 449 S. Meridian St.	Roger Cooper	740-593-4870		
Connection	Ravenna, OH 44266	Brian Blykin	330-297-6014		
Summit County Human	1040 E. Tallmadge Ave.	Dilaii Diykiii	330-297-0014		
Services	Akron, OH 44310	Jason Haas	330-630-4606		
The University of Akron		Todoon Hado	330-000-4000		
Center for Career	Simmons Hall Room 301				
Management	Akron, OH 44325	Diane Tindall	330-972-5467		
The University of Akron	108 Kolbe Hall				
Communication Dept	Akron, OH 44325	Elizabeth Graham	330-972-7855	1	
Urban League of Greater	2930 Prospect Ave.		216-622-0999		
Cleveland	Cleveland, OH 44115	Evette Clark	ext 221		
Ursuline College Career	2550 Lander Rd.				
Resource Center	Pepper Pike, OH 44124	Gerry Jenkins	440-646-2235		
Malak Hatingusti	2020 E. Maple St.				Υ
Walsh University	N. Canton, OH 44720 20700 N. Park	Shaanette Fowler	330-499-7090		l
WJCU Radio	1	Manda Kanta a	040 007 4000		Y
Woco Nadio	University Hts., OH 44118 302 E. Buchtel Ave.	Mark Kreiger	216-397-1682		*
WZIP Radio	Akron, OH 44325	Tom Beck	330-972-7105		Υ
Youngstown State University	1 University Plaza	TOTTL DECK	330-912-1103		
Career Services	Youngstown, OH 44555	Susan George	330-941-3299		Υ
National Alliance State	88 E. Broad St. #1180		000 0 11 0200		
Broadcast Association	Columbus, OH 43215	Christine Merritt	614-228-4052		
Ohio Association of	88 E. Broad St. #1180				
Broadcasters	Columbus, OH 43215	Christine Merritt	614-228-4052		
	P. O. Box 2170			, 1	
WNIR	Akron, OH 44309	Bill Klaus	330-673-2323	4	
•	P. O. Box 2170			3	
wnir.com	Akron, OH 44309	Bill Klaus	330-673-2323	<u> </u>	
	28955 Pacific Coast Hwy. Ste 210				
allaccess.com	Malibu, CA 90265	Jack Danier	040 457 0040		
anaccess.com	1419 Copley Rd.	Joel Denver	310-457-6616		
Akron Chapter NAACP	Akron, OH 44320	Ophelia Averitt	330-869-8955		
Internet	7 (01) 011 44020	Opricia Aveill	390-008-8809		
Word of Mouth					
Akron Beacon Journal	44 E. Exchange St.				
Career Builder/Monster	Akron, OH 44308	April Head	330-996-3063	1	
			1 000 0000		

Attachment B (pg3)

Name of Recruitment Source	<u>Address</u>	Contact Person	Phone	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
	P. O. Box 2170				
WAOH/WAX	Akron, OH 44309	Bill Klaus	330-673-2323		
	P. O. Box 2170				
WJMP	Akron, OH 44309	Bill Klaus	330-673-2323		

## Attachment C (pg1)

## FULL-TIME VACANCY EEO INFORMATION

Job Title of vacancies: Account Executive

Recruitment sources that referred the hirees: WNIR/Monster

Date vacancy opened: 9/16/14

Total Number of Persons Interviewed for the Vacancy: 5

Date vacancy Filled: 11/17/14

Date vacancy Filled: 11/1//14  Recruitment sources used to fill the vacancy:						
Name of		Contact		Total Number of Interviewees Referred by the Source for the Vacancy	<u>Did the</u> <u>Source</u> <u>Request</u> <u>Notification?</u>	
Recruitment Source	Address	Person	Phone			
Akron Community Service Center & Urban League	440 Vernon Odom Blvd. Akron, OH 44307	Lamon Harris	234-542-4157			
Akron/Summit Community Action Council	55 East Mill St. Akron, OH 44308	Rebecca Davison	330-572-8302		Υ	
Ashland University Career Development	401 College Ave. Ashland, OH 44805	Karen Hagans	419-289-5067			
Baldwin Wallace College Career Service	214 Kleist Center 275 Eastland Rd. Berea, OH 44129	Linda Kerbusch	440-826-2465		Υ	
WBWC	275 Eastland Rd. Berea, OH 4419	Joe Tarantowski	440-826-2145			
Career Services Ohio University	Baker University Center 533 Athens, OH 45701	Christie Lee	740-593-1394		Y	
Case Western Reserve Career Planning Cleveland Chapter	10900 Euclid Ave. Cleveland, OH 44106 2131 Stokes Blvd.	Emily Perry	216-368-4446			
NAACP	Cleveland, OH 44106 2121 Euclid Ave.	Sheila Wright	216-231-6260			
Cleveland State Univ Career Services	Room RTW280 Cleveland, OH 44115 P. O. Box D	Charlene Jones	216-687-2247			
Collegiate Broadcasters Community Action Council	Austin, TX 78713 P. O. Box 917	Will Robedee	713-348-2935		Y	
of Portage County  East Akron	Ravenna, OH 44266 550 S. Arlington St.	Arlene Habeeb	330-297-1456			
Neighborhood	Akron, OH 44306 300 New Jersey Ave NW	Grady Appleton	330-773-6838			
Emma Bowen Foundation	Suite 700 Washington, DC 20001	Phylis Eagle- Oldson	202-524-6409			
Hiram College Career Center	P. O. Box 67 Hiram, OH 44234	Barbara Kundus	330-569-5131		Y	
KSU Career Servces Center	800 E. Summit St. Kent, OH 44242	Robin Pijor	330-672-2360			
KSU School of Journalism and Mass Communication	KSU Room 201 Franklin Hall Kent, OH 44242 2600 Cleveland Ave. NW	Thor Wasbotten	330-672-2572			
Malone College Career Services	Canton, OH 44709	Jen Vannest	330-471-8321		Y	

Attachment C (pg2)

Attachment C (pg2)					
				Total Number of	Did the
				<u>Interviewees</u>	Source
				Referred by the	
Name of		Contact		Source for the	Request
Recruitment Source	Address	Person	Phone	Vacancy	Notification?
I tooldanon odaso	, radiood	11 010011			
Notre Dame College of Ohio	4545 College Rd.				
Career Development	S. Euclid, OH 44121	Kimberly Lane	216-373-5290		
Ohio Center for	9885 Rockside Rd. Suite 160				Υ
Broadcasting	Valley View, OH 4125	Elizabeth Grattan	216-447-9117		
	48 Townshend Hall				
The Ohio State University	190 W. 17th Ave.				l
Arts & Sciences	Columbus, OH 43210	Randy Dineen	614-688-4522		
Ohio University School of	9 S. College St.				
Media Arts & Studies	Athens, OH 45701	Roger Cooper	740-593-4870		
Portage Workforce	449 S. Meridian St.				
Connection	Ravenna, OH 44266	Brian Blykin	330-297-6014		
Summit County Human	1040 E. Tallmadge Ave.				
Services	Akron, OH 44310	Jason Haas	330-630-4606		
The University of Akron					
Center for Career	Simmons Hall Room 301				
Management	Akron, OH 44325	Diane Tindall	330-972-5467		
The University of Akron	108 Kolbe Hall				
Communication Dept	Akron, OH 44325	Elizabeth Graham	330-972-7855		
Urban League of Greater	2930 Prospect Ave.		216-622-0999		
Cleveland	Cleveland, OH 44115	Evette Clark	ext 221		
Ursuline College Career	2550 Lander Rd.				
Resource Center	Pepper Pike, OH 44124	Gerry Jenkins	440-646-2235		
	2020 E. Maple St.	<u></u>			Υ
Walsh University	N. Canton, OH 44720	Shaanette Fowler	330-499-7090		
	20700 N. Park				Υ
WJCU Radio	University Hts., OH 44118	Mark Kreiger	216-397-1682		
l	302 E. Buchtel Ave.		000 070 7405		Υ
WZIP Radio	Akron, OH 44325	Tom Beck	330-972-7105		
Youngstown State University	1 University Plaza	0	222 044 2000		Υ
Career Services	Youngstown, OH 44555 88 E. Broad St. #1180	Susan George	330-941-3299		
National Alliance State	j	Obviolina Manuill	044 000 4050		
Broadcast Association Ohio Association of	Columbus, OH 43215 88 E. Broad St. #1180	Christine Merritt	614-228-4052		
Broadcasters	Columbus, OH 43215	Christine Merritt	614-228-4052		
Bioaucasters	P. O. Box 2170	Christine Wernit	014-220-4002		
WNIR	Akron, OH 44309	Bill Klaus	330-673-2323	2	
MINIK	P. O. Box 2170	Dill Maus	000-070-2020		
wnir.com	Akron, OH 44309	Bill Klaus	330-673-2323	1	
Willi.com	28955 Pacific Coast Hwy.	- Dill Mado	1000 070 2020		
	Ste 210				
allaccess.com	Malibu, CA 90265	Joel Denver	310-457-6616		
	1419 Copley Rd.	1			
Akron Chapter NAACP	Akron, OH 44320	Ophelia Averitt	330-869-8955		
Internet					
Word of Mouth				1	
Akron Beacon Journal	44 E. Exchange St.				
Career Builder/Monster	Akron, OH 44308	April Head	330-996-3063	1	
L				*	·

Attachment C (pq3)

Name of Recruitment Source	Address	Contact Person	Phone	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
	1050 W. Main St.				
Record Courier	Kent, OH 44240	Erin Wenrich	330-541-9400		
The Plain Dealer/	1801 Superior Ave Suite 100				
Cleveland.com	Cleveland, OH 44114	David Mathews	216-999-4736		

#### ATTACHMENT D:

The following outreach activities were undertaken for the Media-Com, Inc./Media-Com Television, Inc. employment unit between 5/21/14-5/20/15.

#### #1. Job Fairs

- A) Ohio Center for Broadcasting Job Fair 11/3/14 attended by Bill Klaus.
- A) Walsh University Job Fair on 3/18/15 attended by Bill Klaus.
- B) OAB Virtual Job Fair 11/3-11/7/14
- #10. Media-Com, Inc./Media-Com Television, Inc. employees attended career fairs at educational institutions to discuss careers in broadcasting and made class presentations.
  - A) Cuyahoga Falls Career Night on 2/12/15
  - B) Ohio Center for Broadcasting Presentation 3/23/15
- #12. All vacancies were listed with the following media trade groups:
  - A) Ohio Association of Broadcasters
  - B) National Alliance of State Broadcast Associations
  - C) Collegiate Broadcasters
  - D) Emma Bowen Foundation for Minority interests in Media
- #14. Bill Klaus participated in an OAB EEO Webinar on 11/20/14.