

WCOL-FM, WNCI, WODC, WTVN, WXZX, WYTS, WZCB
EEO PUBLIC FILE REPORT
June 1, 2016 - May 31, 2017

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 |
|-----------------------------|------------------------------------------------------------|-------------------------------|
| I.T./Broadcast Engineer | 1, 3-4, 6-8, 11-13 | 8 |
| Account Executive | 1, 3, 6-7, 11-13 | 7 |
| Account Executive | 1, 3-4, 6-9, 11-14 | 4 |
| Outside Account Executive | 1, 3-4, 6-7, 10-13 | 10 |
| Traffic Manager | 1-4, 6-7, 11-13 | 4 |
| Account Executive | 1-4, 6-7, 11-13 | 4 |
| AMD Host | 5 | 5 |
| AMD Host | 5 | 5 |
| Associate Account Executive | 1-3, 6-7, 11-13 | 7 |

WCOL-FM, WNCI, WODC, WTVN, WXZX, WYTS, WZCB**EEO PUBLIC FILE REPORT****June 1, 2016 - May 31, 2017****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 | Central State University (Career Services Center) 1400 Brush Row Road P.O. Box 1004 Wilberforce, Ohio 45384 Phone : 937.376.6444 Email : csucareerservices@gmail.com Elizabeth Beemer | N | 0 |
| 2 | Choice Career Fairs 8550 W. Desert Inn Road Suite 102-204 Las Vegas, Nevada 89117 Phone : 614-439-5878 Email : mike@choicecareerfairst.com Pam Gurwin | N | 0 |
| 3 | Columbus Urban League 788 Mount Vernon Avenue Columbus, Ohio 43203 Phone : 614.257.6300 x 106 Email : cmorse@cul.org Courtney Morse | N | 0 |
| 4 | Employee Referral | N | 7 |
| 5 | Exigent Circumstances | N | 2 |
| 6 | 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 |
| 7 | 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 | 7 |
| 8 | Indeed.com | N | 3 |
| 9 | Linked In | N | 1 |
| 10 | Non-Employee Referral | N | 1 |

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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 |
|------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 11 | Ohio Centers for Broadcasting 5330 E. Main Street Columbus, Ohio 43213 Phone : 216.447.9117 Email : amoore@beonair.com Alvis Moore | N | 2 |
| 12 | Ohio State University Office of Diversity & Inclusion Student Academic Services Building 281 West Lane Avenue, 3rd Floor Columbus, Ohio 43210-1132 Phone : 614.292.8236 Email : lipscomb.3@osu.edu Jackie Lipscomb | N | 0 |
| 13 | Ohio University - Career and Leadership Development Center One Park Place Baker University Center 533 Athens, Ohio 45701 Phone : 740-593-1394 Email : gang@ohio.edu Christi Gang | N | 0 |
| 14 | Station Website Posting (One or More SEU Stations) | N | 1 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 24 |

III. RECRUITMENT INITIATIVES

| Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|-------------|--------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|----------------------------------------------------------------------|
| 8/11/2016 | Participation in Job Fairs | Our SEU served as the media sponsor and an exhibitor in the Columbus Choice Career Fair held at the Crowne Plaza Columbus North-Worthington in Columbus, OH. The job fair was open to all Central Ohio residents. Station participants included our Sales Manager, who spoke with attendees about job opportunities at our stations and conducted interviews. | 3 | Sales Manager Assistant FCC EEO Coordinator Recruiting Manager |

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| | | | | | |
|---|------------|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|--------------------------------------------------------|
| 2 | 10/13/2016 | Participation in Job Fairs | Our SEU served as a media sponsor and exhibitor in the Columbus Choice Career Fair held at the Crowne Plaza North-Worthington in Columbus, OH. Station participants included our Program Director, who spoke with attendees about job opportunities at our stations and conducted interviews. | 2 | Recruiting Manager Program Director |
| 3 | 10/18/2016 | Participation in Job Fairs | Our SEU participated as a media cosponsor and exhibitor in the "JobNewsColumbus.com Job Fair" held at the Hollywood Casino Event Center in Columbus, OH. Station participants included our Sales Manager, who spoke with attendees about job opportunities and conducted interviews. | 2 | Recruiting Manager Sales Manager |
| 4 | 12/6/2016 | Participation in Job Fairs | Our SEU served as an exhibitor at the Columbus Choice Career Fair held at the Crowne Plaza Columbus-Worthington in Columbus, OH. The job fair was open to all Central Ohio residents. Station participants included our Sales Manager, who spoke with attendees and interviewed candidates for career opportunities at our stations. | 2 | Sales Manager Recruiting Manager |
| 5 | 1/31/2017 | Participation in Job Fairs | Our SEU participated as a media cosponsor and exhibitor in the JobNewsColumbus.com Job Fair held at the Hollywood Casino Event Center in Columbus, OH. Station participants included our Sales Manager, who spoke with attendees about job opportunities and conducted interviews. | 3 | Recruiting Manager Sales Manager EEO Coordinator |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-------------------------------------|
| 5 | 2/9/2017 | Participation in Job Fairs | Our SEU served as an exhibitor at the Columbus Choice Career Fair held at the Crowne Plaza Columbus-Worthington in Columbus, OH. The job fair was open to all Central Ohio residents. Station participants included our Sales Manager, who spoke with attendees and interviewed candidates for career opportunities at our stations. | 2 | Recruiting Manager Sales Manager |
| 7 | 3/21/2017 | Participation in Job Fairs | Our SEU participated as a media cosponsor and exhibitor in the JobNewsColumbus.com Job Fair held at the Fawcett Center on the Ohio State University campus in Columbus, OH. Station participants included our Sales Manager, who spoke with attendees about job opportunities and conducted interviews. | 2 | Recruiting Manager Sales Manager |