



Elizabeth E. Goldin
202.719.3199
egoldin@wileyrein.com

April 11, 2019

VIA POSTING TO FCC ONLINE PUBLIC INSPECTION FILE

Lewis C. Pulley
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission

Re: **Response to Broadcast EEO Audit Letter
WBVB(FM), Coal Grove, OH, Fac. ID No. 507**

Dear Mr. Pulley:

On behalf of Capstar TX LLC, as debtor in possession, licensee of WBVB(FM), Coal Grove, OH and the commonly owned stations in the Huntington-Ashland, WV-KY station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of February 14, 2019 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080.¹ Per your request, this submission consists of a sworn statement by Mark Fuhrman, Area President, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,


Elizabeth E. Goldin

¹ The SEU was granted an extension of time to file its response through April 11, 2019.

DECLARATION OF MARK FUHRMAN, AREA PRESIDENT

I, Mark Fuhrman, hereby declare as follows:

1. I am an Area President for Capstar TX LLC, as debtor in possession, the licensee of Station WBVB(FM), Coal Grove Ohio (Fac ID 507), which is part of a station employment unit based in Huntington-Ashland, WV-KY and which includes WTCR-FM, Huntington, WV (Fac ID 7983), WZWB(AM), Kenova, WV (Fac ID 14377) (formerly WTCR(AM)), WAMX(FM), Milton, WV (Fac ID 60450), WKEE-FM, Huntington, WV (Fac ID 500), and WVHU(AM), Huntington, WV (Fac ID 505), (the “SEU” or “Unit”).¹ The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by iHeartMedia, Inc., as debtor in possession (collectively, “iHeartMedia”). This Statement and relevant attachments are being submitted in response to the February 14, 2019 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission’s Media Bureau, concerning a random audit of the SEU’s EEO compliance (the “EEO Audit Letter”).

2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission (“FCC” or the “Commission”), 47 C.F.R. § 73.2080(e)(1).

3. In response to Question 3(a) of the EEO Audit Letter, copies of the SEU’s two most recent EEO Public File Reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.

The web addresses of the stations in this SEU are as follows: b97fm.iheart.com (WBVB(FM)), tcrcountry.iheart.com (WTCR-FM), foxsports1420.iheart.com (WZWB(AM)), 1063thebrew.iheart.com (WAMX(FM)), kee100.iheart.com (WKEE-FM), and 800wvhu.iheart.com (WVHU(AM)). A copy of the current EEO Public File Report is included on or linked to each of these websites.

The date of each full-time hire listed in the SEU’s two most recent EEO Public File Reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

4. In response to Question 3(b) of the EEO Audit Letter, the licensee acknowledges that it is required to retain records to document its outreach used to fill its full-time positions, including that reflected in the above EEO Public File Reports which is included at Attachment B.

5. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B also provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the above EEO Public File Reports.

6. In response to Question 3(d) of the EEO Audit Letter, documentation concerning the Unit’s performance of four points worth of recruitment initiative activity as described in § 73.2080(c)(2)

¹ On July 30, 2008, the assignment of WZZW(AM), Milton, WV (Fac. ID 506), WBKS(FM), Ironton, OH (Fac. ID 61686) (now WLRX(FM)), and WIRO(AM), Ironton, OH (Fac. ID 61685) (the “Stations”) from Capstar TX Limited Partnership (“Capstar”) to Aloha Station Trust, LLC, as Trustee, was consummated (FCC File No. BALH-20070619ACD). Pursuant to the underlying trust agreement, the Stations continue to share employees with the SEU.

during this time period is appended at Attachment C with participating personnel noted therein. This SEU employs a total of 23 full-time employees and at least one of our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four points worth of recruitment initiative activity during each two-year period measured from the date the stations in the SEU are required to file license renewal applications.

7. In response to Question 3(e) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of the stations in this SEU based on race, color, religion, national origin or sex filed before a body with jurisdiction under federal, state, territorial or local law during the current license term.

8. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that iHeartMedia deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Broadcast Diversity Recruitment Plan (the "Recruitment Plan" or "Plan") in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how iHeartMedia SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, details the required recordkeeping requirements and provides a quarterly self-assessment program.

At the corporate level, iHeartMedia assists SEUs in understanding and following the Recruitment Plan, employing a team of corporate HR specialists that respond to SEU requests for FCC EEO compliance assistance and/or that call upon outside counsel for additional guidance when warranted. Furthermore, iHeartMedia has a team of internal public inspection file auditors that surveys FCC EEO performance of iHeartMedia SEUs as part of their routine review of overall public file compliance. Finally, in connection with the deployment of HR software throughout the company, iHeartMedia HR's department has conducted training sessions for its SEUs on its hiring policies and procedures, including compliance with the FCC's EEO broad outreach rules, and continues to provide access to training on FCC EEO matters to SEUs via its online HR portal.

At the local level, our Finance Specialist serves as the SEU's EEO Coordinator, managing the day-to-day compliance with the FCC's EEO rules under my supervision. She works with all hiring managers to maintain the SEU's recruitment standards, adhere to the FCC's EEO rules, and to help the SEU's efforts in seeking diverse and qualified applications for all job openings. This SEU's compliance efforts include identifying iHeartMedia's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

9. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company's Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs with a regular opportunity to consult the corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, the SEU includes language on its station websites encouraging qualified community organizations to contact the SEU to request its job notices. We review and adjust our recruitment sources regularly and often look for new outreach opportunities, including contacting sources directly to ask for assistance in our employment outreach and reaching out to agencies at local job fairs.

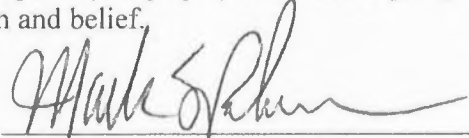
10. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants. This SEU's employment practices are my ultimate responsibility, working in conjunction with in-house counsel at iHeartMedia corporate headquarters and, when applicable, outside employment and labor counsel.

Dated: April 11, 2019

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF MARK FUHRMAN, AREA PRESIDENT**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

A handwritten signature in cursive script, appearing to read "Mark Fuhrman", written over a horizontal line.

Mark Fuhrman, Area President

A

WTCR-FM, WKEE-FM, WAMX(FM), WTCR(AM), WVHU(AM), WBVB(FM)¹
EEO PUBLIC FILE REPORT
June 1, 2016 – May 31, 2017²

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Area President	1	1
Account Executive	1	1

¹ On July 30, 2008, the assignment of WZZW(AM), Milton, WV (Fac. ID 506), WBKS(FM), Ironton, OH (Fac. ID 61686) (now WLRX(FM)), and WIRO(AM), Ironton, OH (Fac. ID 61685) (the "Stations") from Capstar TX Limited Partnership ("Capstar") to Aloha Station Trust, LLC, as Trustee, was consummated (FCC File No. BALH-20070619ACD). Pursuant to the underlying trust agreement, the Stations continue to share employees with Capstar's Huntington, WV Station Employment Unit.

² This Report was modified in April 2019 to address reporting issues.

WTCR-FM, WKEE-FM, WAMX(FM), WTCR(AM), WVHU(AM), WBVB(FM)
EEO PUBLIC FILE REPORT
June 1, 2016 – May 31, 2017

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Exigent Circumstances	N	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			2

WTCR-FM, WKEE-FM, WAMX(FM), WTCR(AM), WVHU(AM), WBVB(FM)
EEO PUBLIC FILE REPORT
June 1, 2016 – May 31, 2017

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in events or programs sponsored by educational institutions	On January 11, 2017, a Program Director served as a guest speaker for 10 classes on “Career Highlight Day” at Huntington East Middle School in Huntington, WV, discussing broadcasting jobs and online content management.
2	Participate in events or programs sponsored by educational institutions	On May 19, 2017, a Program Director and On-Air Talent served as guest speakers at the “BE Career Day” at Burlington Elementary, Burlington, WV.
3	Participate in job fair	On April 21, 2017, our SEU served as co-sponsor for the Huntington Job & Resource Fair with US Senator Joe Manchin at the Big Sandy Superstore Arena in Huntington, WV. Station participants included our Area President, Programming Director and EEO Administrator, who spoke with interested attendees about the stations and/or careers in broadcasting.
4	Establishment of Training Program for Station Personnel	Periodically throughout the reporting period, members of our SEU sales staff completed online training sessions provided by iHeartMedia’s Learning Center to advance their career development potential with regards to the digital aspect of broadcasting, including “Digital Sales Training: Digital Terms & Metrics,” and “Digital Training: Social Media Exercises.”

WTCR-FM, WKEE-FM, WAMX(FM), WTCR(AM), WVHU(AM), WBVB(FM)¹
EEO PUBLIC FILE REPORT
June 1, 2017 – May 31, 2018²

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
<i>No Full-Time Vacancies Filled During Reporting Period</i>		

¹ On July 30, 2008, the assignment of WZZW(AM), Milton, WV (Fac. ID 506), WBKS(FM), Ironton, OH (Fac. ID 61686) (now WLRX(FM)), and WIRO(AM), Ironton, OH (Fac. ID 61685) (the “Stations”) from Capstar TX Limited Partnership (“Capstar”) to Aloha Station Trust, LLC, as Trustee, was consummated (FCC File No. BALH-20070619ACD). Pursuant to the underlying trust agreement, the Stations continue to share employees with Capstar’s Huntington, WV Station Employment Unit.

² This Report was modified in April 2019 to address reporting issues.

WTCR-FM, WKEE-FM, WAMX(FM), WTCR(AM), WVHU(AM), WBVB(FM)
EEO PUBLIC FILE REPORT
June 1, 2017 – May 31, 2018

II. MASTER RECRUITMENT SOURCE LIST (MRSLS)

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
<i>As Noted in Sec. I, No Full-Time Vacancies Were Filled During Reporting Period</i>			

WTCR-FM, WKEE-FM, WAMX(FM), WTCR(AM), WVHU(AM), WBVB(FM)
EEO PUBLIC FILE REPORT
June 1, 2017 – May 31, 2018

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in events or programs sponsored by educational institutions	On November 20, 2017, a Program Director served as a guest speaker at a Career Research class at Ironton High School, Ironton, OH to discuss careers in radio/media.
2	Participate in events or programs sponsored by educational institutions	On March 29, 2018, an Account Executive served as a guest speaker at a marketing class at Mountwest Community and Technical School, Huntington, WV, discussing digital marketing.
3	Participate in job fair	On June 7, 2017, our SEU participated in the Greater Huntington Career and Resource Expo at Pullman Plaza in Huntington, WV sponsored by Goodwill Industries of KYOWVA Area. Station participants included our Finance Manager and EEO Administrator, who spoke with interested attendees about the stations and/or careers in broadcasting.
4	Participate in job fair	On September 27, 2017, our SEU participated in the Fall Job Career Expo at Pullman Plaza in Huntington, WV sponsored by Goodwill Industries of KYOWVA Area. Station participants included our Finance Manager and EEO Administrator, who spoke with interested attendees about the stations and/or careers in broadcasting.
5	Provision of Training to Management	On various dates throughout May 2018, our Area President, Director of Engineering, Finance Manager and Operations Manager completed an online training course entitled “Preventing Sexual Harassment for Managers” as provided by the iHeartMedia Learning Center.
6	Establishment of Training Program for Station Personnel	Periodically throughout the reporting period, members of the SEU’s sales staff completed online training sessions provided by iHeartMedia’s Learning Center to advance their career development potential with regards to digital aspect of broadcasting, including “Digital Sales Training: Digital Terms & Metrics,” “Digital Creative Training for Sales,” and “Digital Training: Social Media Exercises.”

B

WTCR-FM, WKEE-FM, WAMX(FM), WTCR(AM), WVHU(AM), WBVB(FM)

VACANCY DATA FORM

Full-Time Job Title: AREA PRESIDENT	Date Filled: 03/15/2017
Recruitment Source ("RS") Referring Hiree: EXIGENT CIRCUMSTANCES	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Exigent Circumstances	N	1
Total Interviewees			1

MEMORANDUM

TO: Station Internal Files

RE: Exigent Circumstances for Area President & Account Executive hires

In March 2017, this station employment unit went through a regional management restructuring and was required to make several confidential hires as a result, including an Area President for all West Virginia (replacing several Market Presidents in the state) and a senior-level Account Executive position for Huntington-Ashland (replacing a current Sales Manager). Because it was critical to the success of the reorganization, the employment unit did not disseminate information about the replacement hires to avoid alerting current employees to their impending termination and upsetting current advertisers to preserve current accounts and client confidence.

WTCR-FM, WKEE-FM, WAMX(FM), WTCR(AM), WVHU(AM), WBVB(FM)

VACANCY DATA FORM

Full-Time Job Title: ACCOUNT EXECUTIVE	Date Filled: 03/27/2017
Recruitment Source ("RS") Referring Hiree: EXIGENT CIRCUMSTANCES	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	Exigent Circumstances	N	1
Total Interviewees			1

MEMORANDUM

TO: Station Internal Files

RE: Exigent Circumstances for Area President & Account Executive hires

In March 2017, this station employment unit went through a regional management restructuring and was required to make several confidential hires as a result, including an Area President for all West Virginia (replacing several Market Presidents in the state) and a senior-level Account Executive position for Huntington-Ashland (replacing a current Sales Manager). Because it was critical to the success of the reorganization, the employment unit did not disseminate information about the replacement hires to avoid alerting current employees to their impending termination and upsetting current advertisers to preserve current accounts and client confidence.

C

**WTCR-FM, WKEE-FM, WAMX(FM), WTCR(AM), WVHU(AM), WBVB(FM)
 RECRUITMENT INITIATIVE FORM
 June 1, 2016 – May 31, 2017**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in events or programs sponsored by educational institutions	1/11/2017	On January 11, 2017, a Program Director served as a guest speaker for 10 classes on "Career Highlight Day" at Huntington East Middle School in Huntington, WV, discussing broadcasting jobs and online content management.
2	Participation in Job Fair	4/21/2017	On April 21, 2017, our SEU served as co-sponsor for the Huntington Job & Resource Fair with US Senator Joe Manchin at the Big Sandy Superstore Arena in Huntington, WV. Station participants included our Area President, Programming Director and EEO Administrator, who spoke with interested attendees about the stations and/or careers in broadcasting.
3	Participation in events or programs sponsored by educational institutions	5/19/2017	On May 19, 2017, a Program Director and On-Air Talent served as guest speakers at the "BE Career Day" at Burlington Elementary, Burlington, WV.
4	Establishment of Training Program for Station Personnel	Multiple Dates	Periodically throughout the reporting period, members of our SEU sales staff completed online training sessions provided by iHeartMedia's Learning Center to advance their career development potential with regards to the digital aspect of broadcasting, including "Digital Sales Training: Digital Terms & Metrics," and "Digital Training: Social Media Exercises."

Career Highlight Day Visit

Kuhn, Nick

Thu 1/12/2017 3:26 PM

To: Starkey, Carol <CarolStarkey@iheartmedia.com>

4 attachments (7 MB)

NKuhn1.JPG; NKuhn2.JPG; NKuhn3.JPG; NKuhn4.JPG;

Carol,

As per our conversation - I met yesterday (1/11/17) with 10 classrooms of kids for "Career Highlight Day" and spoke about jobs in broadcast and online content management.

Huntington East Middle School
1 Campbell Drive
Huntington, WV 25705
(304)528-9508

I was onsite from 7:30a until 3:00p.

Pictures attached if you need them.

Let me know if you need anything else!

Thanks!

Nick

Nk

Nick Kuhn
Program Director
iHeartMedia
o 304.525.7788 | c 740.302.2157
Reaching a quarter billion consumers every month
Radio/Digital/Outdoor/Mobile/Social/Events

United States Senator Joe Manchin

in coordination with

City of Huntington

WorkForce West Virginia

Marshall University

SWWV Region 2 Workforce Investment Board

Huntington Regional Chamber of Commerce

Huntington VA Medical Center

Huntington Area Development Council

iHeartRadio

invite you to attend the

HUNTINGTON JOB & RESOURCE FAIR

During the fair, you are welcome to
participate in:

"How to Find and Get Federal Jobs"

Hosted by Office of Personnel
Management

11:30 a.m.

For More Information, Contact:

WorkForce West Virginia's Huntington Office
Vonda Black

Phone: (304) 528-5525

Email: Vonda.m.black@wv.gov

Or Senator Manchin's office at 304-342-5855.

FRIDAY

April 21, 2017

11 a.m. - 2 p.m.

Big Sandy

Superstore Arena

1 Civic Center Plaza,
Huntington, WV

Employee Training Progress Summary

Report Criteria

Online Class, Quick Course, Event, Curriculum,
Library, Test

Training Type :

Date From :

Date To :

Training Title :

Archived Training :

Include Subordinates :

Report Generated By :

6/1/2016

5/31/2017

Yes

Yes

Mark Fuhrman

USER ID	USER	TYPE	TITLE	TRAINING PROVIDER	STATUS
					d
					f
					'
					4

Baumgard, Tracey	Test	Digital Sales Training: Digital Terms & Metrics	Sales	Completed
Beller, Kevin	Test	Digital Sales Training: Digital Terms & Metrics	Sales	Completed
Griffith, Mark	Test	Digital Sales Training: Digital Terms & Metrics	Sales	Completed
Hodge, Sharon	Test	Digital Sales Training: Digital Terms & Metrics	Sales	Completed
Myhrwold, Rich	Test	Digital Sales Training: Digital Terms & Metrics	Sales	Completed
Tweel, Matt	Test	Digital Sales Training: Digital Terms & Metrics	Sales	Completed
York-Blake, Kym	Test	Digital Sales Training: Digital Terms & Metrics	Sales	Completed

Baumgard, Tracey	Test	Digital Sales Training: Social Media Assessment	Sales	Completed
Beller, Kevin	Test	Digital Sales Training: Social Media Assessment	Sales	Completed
Griffith, Mark	Test	Digital Sales Training: Social Media Assessment	Sales	Completed
Hodge, Sharon	Test	Digital Sales Training: Social Media Assessment	Sales	Completed
Myhrwold, Rich	Test	Digital Sales Training: Social Media Assessment	Sales	Completed
Tweel, Matt	Test	Digital Sales Training: Social Media Assessment	Sales	Completed
York-Blake, Kym	Test	Digital Sales Training: Social Media Assessment	Sales	Completed
Baumgard, Tracey	Video	Digital Terms and Metrics	Sales	Completed
Beller, Kevin	Video	Digital Terms and Metrics	Sales	Completed
Griffith, Mark	Video	Digital Terms and Metrics	Sales	Completed
Hodge, Sharon	Video	Digital Terms and Metrics	Sales	Completed
Myhrwold, Rich	Video	Digital Terms and Metrics	Sales	Completed
Tweel, Matt	Video	Digital Terms and Metrics	Sales	Completed
York-Blake, Kym	Video	Digital Terms and Metrics	Sales	Completed

Baumgard, Tracey	Material	Digital Training: Social Media Course Notes	Sales	Completed
Beller, Kevin	Material	Digital Training: Social Media Course Notes	Sales	Completed
Griffith, Mark	Material	Digital Training: Social Media Course Notes	Sales	Completed
Hodge, Sharon	Material	Digital Training: Social Media Course Notes	Sales	Completed
Myhrwold, Rich	Material	Digital Training: Social Media Course Notes	Sales	Completed
Tweel, Matt	Material	Digital Training: Social Media Course Notes	Sales	Completed
York-Blake, Kym	Material	Digital Training: Social Media Course Notes	Sales	Completed
Baumgard, Tracey	Material	Digital Training: Social Media Exercises	Sales	Completed
Beller, Kevin	Material	Digital Training: Social Media Exercises	Sales	Completed
Griffith, Mark	Material	Digital Training: Social Media Exercises	Sales	Completed
Hodge, Sharon	Material	Digital Training: Social Media Exercises	Sales	Completed
Myhrwold, Rich	Material	Digital Training: Social Media Exercises	Sales	Completed
Tweel, Matt	Material	Digital Training: Social Media Exercises	Sales	Completed
York-Blake, Kym	Material	Digital Training: Social Media Exercises	Sales	Completed
Baumgard, Tracey	Material	Digital Training: Terminology and Metrics	Sales	Completed
Beller, Kevin	Material	Digital Training: Terminology and Metrics	Sales	Completed
Griffith, Mark	Material	Digital Training: Terminology and Metrics	Sales	Completed
Hodge, Sharon	Material	Digital Training: Terminology and Metrics	Sales	Completed
Myhrwold, Rich	Material	Digital Training: Terminology and Metrics	Sales	Completed
Tweel, Matt	Material	Digital Training: Terminology and Metrics	Sales	Completed
York-Blake, Kym	Material	Digital Training: Terminology and Metrics	Sales	Completed

**WTCR-FM, WKEE-FM, WAMX(FM), WTCR(AM), WVHU(AM), WBVB(FM)
RECRUITMENT INITIATIVE FORM
June 1, 2017 – May 31, 2018**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Job Fair	6/7/2017	On June 7, 2017, our SEU participated in the Greater Huntington Career and Resource Expo at Pullman Plaza in Huntington, WV sponsored by Goodwill Industries of KYOWVA Area. Station participants included our Finance Manager and EEO Administrator, who spoke with interested attendees about the stations and/or careers in broadcasting.
2	Participation in Job Fair	9/27/2017	On September 27, 2017, our SEU participated in the Fall Job Career Expo at Pullman Plaza in Huntington, WV sponsored by Goodwill Industries of KYOWVA Area. Station participants included our Finance Manager and EEO Administrator, who spoke with interested attendees about the stations and/or careers in broadcasting.
3	Participation in events or programs sponsored by educational institutions	11/20/2017	On November 20, 2017, a Program Director served as a guest speaker at a Career Research class at Ironton High School, Ironton, OH to discuss careers in radio/media.
4	Participation in events or programs sponsored by educational institutions	3/29/2018	On March 29, 2018, an Account Executive served as a guest speaker at a marketing class at Mountwest Community and Technical School, Huntington, WV, discussing digital marketing.
5	Provision of Training to Management	May 2018	On various dates throughout May 2018, our Area President, Director of Engineering, Finance Manager and Operations Manager completed an online training course entitled "Preventing Sexual Harassment for Managers" as provided by the iHeartMedia Learning Center.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY
6	Establishment of Training Program for Station Personnel	Multiple Dates	Periodically throughout the reporting period, members of the SEU's sales staff completed online training sessions provided by iHeartMedia's Learning Center to advance their career development potential with regards to digital aspect of broadcasting, including "Digital Sales Training: Digital Terms & Metrics," "Digital Creative Training for Sales," and "Digital Training: Social Media Exercises."

Starkey, Carol

From: Vass,Keith <kvass@goodwillhunting.org>
Sent: Monday, June 5, 2017 4:08 PM
To: amy_bladwin@abtassoc.com; amybaldwin@frontier.com; brandon_miller@us.aflac.com; jeremy_robbins@aflac.com; T4_Thompson@us.aflac.com; edfowler@amazon.com; melvinem@amazon.com; mchafin.arc@att.net; lboster@autismwv.org; dfinley@autismwv.org; amanda.ross@cabell.lib.wv.us; thunt@cccso.com; cholley@cccso.com; welch.tia@jobcorps.org; scruggst@cintas.com; whittj@cintas.com; execdir@dressforsuccessriverscities.org; adminassist@dressforsuccessriverscities.org; betty.watson@gcserv.com; tabatha.gilbert@gcserv.com; Jackson-Hann, Kristen; Dodd, Kayla; kathleenbeach@uhsww.com; Starkey, Carol; Kim.Black@infocision.com; Torie.Vencill@infocision.com; simmovl@kellyservices.com; armstrl@kellyservices.com; andre.hairston2@stores.kroger.com; pam.k.jones@wv.gov; Bobbie.ward@manpower.com; Tina.jeffers@manpower.com; Crawfordd@MCTC.edu; owens24@marshall.edu; gill54@marshall.edu; brandi.murriell@medexpress.com; jarred.perdue@medexpress.com; Sheridan.J.Adkins@wv.gov; Vinson.A.Workman@wv.gov; Matthew.Holley@mobilelinkusa.com; james.stokley@mobilelinkusa.com; jconrad@psmanagementinc.com; jconrad@psmanagementinc.com; bcalwell@rcbi.org; llawson@recoverypointwv.org; lcook@recoverypointwv.org; jane.evans@redcross.org; kellie.aikman@redcross.org; jessica.bryan@resultstel.com; maria.mcglone@resultstel.com; Sherry.Clark@scacwv.org; Michael.Burdette@scacwv.org; tracy.arthur@toyota.com; aimee.dickerson@bankwithunited.com; barbie.mays@bankwithunited.com; tara.chapman@bankwithunited.com; tarthur@utalent.com; dbesemer@utalent.com; stacie.shimp@usfoods.com; thomas.wilson315@va.gov; cmeese@valleyhealth.org; sbirchfield@valleyhealth.org; cwoodal.arc@att.net
Cc: Shaw, Ashley; Layne, Geoffrey; Gee, Erica; Combs, Joy; Watkins, Catherine; Patton, Khelli; White, Albert; Blye, Karen
Subject: Greater Huntington Career & Resource Expo

Good Afternoon,

Here's the reminder I promised for the Greater Huntington Career & Resource Expo.....

- **Date:** Wednesday, June 7, 2017
- **Time:** 10:00 AM – 2:00 PM
- **Location:** Pullman Square – Downtown Huntington, WV
- Table set up starts at 9:00 AM on Wednesday morning.
- Upon arrival, sign in at the pavilion for table location.
- Organizations can bring small tents.
- **Weather:** 69-70 degrees, partly cloudy, 20% chance of rain. May want to consider bringing sunscreen.
- If organizations need help unloading, Goodwill staff will be available to assist.
- Parking is available in the garage attached to Pullman Square at \$1.00 for the 1st 4 hours.
- Box lunches will be distributed 11:30 AM to Noon.
- Water will be available at the pavilion.
- Public restrooms are located at the north side of Pottery Place building.

Please contact us if you have further questions: kvass@goodwillhunting.org, ashaw@goodwillhunting.org, glayne@goodwillhunting.org

We're looking forward to seeing you there!

Keith

Keith M. Vass

Quality Assurance Specialist
Goodwill Industries of KYOWVA Area, Inc.
P.O.Box 7365
Huntington, WV 25776-7365
Office 304.523.7461 | Fax 304.523.7060



♻️ To save our environment, please do not print this e-mail unless necessary.

NOTICE: This communication and any attachments may contain privileged or other confidential information protected by HIPAA legislation (45 CFR, Parts 160 and 164). If you are not the intended recipient, or believe that you have received this communications in error, please do not print, copy, retransmit, disseminate, or otherwise use the information. Also, please indicate to the sender that you have received this communication in error and deleted the copy you received. Thank you.

Starkey, Carol

From: Starkey, Carol
Sent: Wednesday, May 31, 2017 12:58 PM
To: Vass,Keith
Subject: Re: Career Fair

Thank you so much! We look forward to being there!

Carol Starkey
Finance Specialist
iHeartMedia
o 304.525.7788 Ext. 121 | f 304.525.6281
Reaching a quarter billion consumers every month
Radio/Digital/Outdoor/Mobile/Social/Events

From: Vass,Keith <kvass@goodwillhunting.org>
Sent: Wednesday, May 31, 2017 12:04:39 PM
To: Starkey, Carol; Shaw, Ashley
Cc: Layne, Geoffrey
Subject: RE: Career Fair

Hi Carol,

..... We look forward to having you join us on the 7th at Pullman Square. If you have any questions, please contact us.
Kind regards,
Keith

Keith M. Vass
Quality Assurance Specialist
Goodwill Industries of KYOWVA Area, Inc.
P.O.Box 7365
Huntington, WV 25776-7365
Office 304.523.7461 | Fax 304.523.7060



To save our environment, please do not print this e-mail unless necessary.

NOTICE: This communication and any attachments may contain privileged or other confidential information protected by HIPAA legislation (45 CFR, Parts 160 and 164). If you are not the intended recipient, or believe that you have received this communications in error, please do not print, copy, retransmit, disseminate, or otherwise use the information. Also, please indicate to the sender that you have received this communication in error and deleted the copy you received. Thank you.

Starkey, Carol

From: Christin Wesley <cwesley@goodwillhunting.org>
Sent: Tuesday, August 29, 2017 9:16 AM
To: amybaldwin@frontier.com; brandon_miller@us.aflac.com; jeremy_robbs@aflac.com; T4_Thompson@us.aflac.com; edfowler@amazon.com; melvinem@amazon.com; mchafin.arc@att.net; cwoodall.arc@att.net; lboster@autismwv.org; dfinley@autismwv.org; amanda.ross@cabell.lib.wv.us; Taylor.McKnight@cabell.lib.wv.us; thunt@cccso.com; cholley@cccso.com; scruggst@cintas.com; whittj@cintas.com; execdir@dressforsuccessriverscities.org; adminassist@dressforsuccessriverscities.org; betty.watson@gcserv.com; tabatha.gilbert@gcserv.com; Jackson-Hann, Kristen; Dodd, Kayla; kathleenbeach@uhsww.com; Starkey, Carol; Kim.Black@infocision.com; torie.vencill@infocision.com; simmovl@kellyservices.com; armstrl@kellyservices.com; greta.white@ky.gov; andre.hairston2@stores.kroger.com; pam.k.jones@wv.gov; Bobbie.ward@manpower.com; Tina.jeffers@manpower.com; Crawfordd@MCTC.edu; owens24@marshall.edu; gill54@marshall.edu; brandi.murriell@medexpress.com; jarred.perdue@medexpress.com; michelle.sineath@mpmswv.com; janessa.carter@mpmswv.com; Sheridan.J.Adkins@wv.gov; Vinson.A.Workman@wv.gov; Matthew.Holley@mobilelinkusa.com; james.stokley@mobilelinkusa.com; jconrad@psmanagementinc.com; bindu.kumar@prestera.org; jconrad@psmanagementinc.com; bcalwell@rcbi.org; llawson@recoverypointwv.org; lcook@recoverypointwv.org; jane.evans@redcross.org; kellie.aikman@redcross.org; jessica.bryan@resultstel.com; maria.mcglone@resultstel.com; lakers@rahriverscities.com; wsmith@rvcds.org; Sherry.Clark@scacwv.org; Michael.Burdette@scacwv.org; tracy.arthur@toyota.com; dbesemer@utalent.com; tarthur@utalent.com; aimee.dickerson@bankwithunited.com; barbie.mays@bankwithunited.com; tara.chapman@bankwithunited.com; jonathan.k.carpenter2.mil@mail.mil; david.n.hakala.mil@mail.mil; stacie.shimp@usfoods.com; thomas.wilson315@va.gov; cmeese@valleyhealth.org; sbirchfield@valleyhealth.org; Alan.D.Machir@WV.gov; Christin Wesley
Subject: Job Career Fair opportunity
Attachments: Job Career Expo Organization Registration Information 2017 CW.docx; sept 2017 expo.pdf

Community Organizations and Partners,

Good morning! Goodwill's Career and Employment Service divisions are hosting our **Fall Job Career Expo on Wednesday, September 27, 2017 from 10:00 am – 2:00 pm**. We cordially invite your organization to participate as a representing community employer or resource. There is no cost to register and lunch is on us! Attached you will find a copy of our registration form and flyer.

We are looking forward to you helping our community discover, connect, learn and grow!

Thank you,

Christin Wesley

Training Development Specialist
Goodwill Industries of KYOWVA Area, Inc
304-523-7461 ext. 434
cwesley@goodwillhunting.org

Starkey, Carol

From: Christin Wesley <cwesley@goodwillhunting.org>
Sent: Tuesday, September 26, 2017 11:03 AM
To: brandon_miller@us.aflac.com; jeremy_robbins@aflac.com; T4_Thompson@us.aflac.com; edfowler@amazon.com; melvinem@amazon.com; mchafin.arc@att.net; cwoodall.arc@att.net; thunt@cccso.com; cholley@cccso.com; scruggst@cintas.com; fieldsj@cintas.com; Tlinville@dirtbusterswv.com; brian.lake@53.com; betty.watson@gcserv.com; tabatha.gilbert@gcserv.com; Jackson-Hann, Kristen; Dodd, Kayla; Starkey, Carol; meg.cyrus@infocision.com; pam.k.jones@wv.gov; judge@mctc.edu; owens24@marshall.edu; gill54@marshall.edu; Sharita.chappell@medexpress.com; jarred.perdue@medexpress.com; Sheridan.J.Adkins@wv.gov; Vinson.A.Workman@wv.gov; maria.mcglone@resultstel.com; wsmith@rvcds.org; Sherry.Clark@scacwv.org; Michael.Burdette@scacwv.org; tracy.arthur@toyota.com; dbesemer@utalent.com; tarthur@utalent.com; aimee.dickerson@bankwithunited.com; tara.chapman@bankwithunited.com; jonathan.k.carpenter2.mil@mail.mil; Rayan.w.gardner.mil@mail.mil; thomas.wilson315@va.gov; marty.scott@vertivco.com; vonda.m.black@wv.gov
Subject: Goodwill Job Career Expo

Hello, we here at Goodwill look forward to hosting you tomorrow for our expo. Setup is at 8:30 and the Expo will start at 10:00 AM. If you have any other question, please feel free to contact me.

Christin Wesley
Training Development Specialist
Goodwill Industries of KYOWVA Area, Inc
304-523-7461 ext. 434
cwesley@goodwillhunting.org

Employee Training Progress Summary

Completed
 Pending Evaluation
 Pending Acknowledgement

100%
 0%
 0%

<u>USER ID</u>	<u>USER</u>	<u>TYPE</u>	<u>TITLE</u>	<u>COMPLETION DATE</u>	<u>STATUS</u>
	Hensley, Scott	Online Class	Preventing Sexual Harassment for Managers	5/16/2018	Completed
	Davis, Jim	Online Class	Preventing Sexual Harassment for Managers	5/7/2018	Completed
	Willis, Carla	Online Class	Preventing Sexual Harassment for Managers	5/24/2018	Completed
	Fuhrman, Mark	Online Class	Preventing Sexual Harassment for Managers	5/7/2018	Completed

Report Criteria

Training Type : Online Class, Quick Course, Event, Curriculum,
 Date From : Library, Test

Date To :
 Training Title : Preventing Sexual Harassment for Managers

Archived Training : No
 Include Subordinates : Yes
 Report Generated By : Mark Fuhrman

Employee Training Progress Summary

Report Criteria

Training Type : Online Class, Quick Course, Event, Curriculum,
Library, Test
Date From : 6/1/2017
Date To : 5/31/2018
Training Title :
Archived Training : Yes
Include Subordinates : Yes
Report Generated By : Mark Fuhrman

<u>USER ID</u>	<u>USER</u>	<u>TYPE</u>	<u>TITLE</u>	<u>TRAINING PROVIDER</u>	<u>STATUS</u>
----------------	-------------	-------------	--------------	--------------------------	---------------

Baumgard, Tracey	Online Class	Digital Creative Training for Sales	Sales	Completed
Beller, Kevin	Online Class	Digital Creative Training for Sales	Sales	Completed
Chapman, Derek S.	Online Class	Digital Creative Training for Sales	Sales	Completed
Griffith, Mark	Online Class	Digital Creative Training for Sales	Sales	Completed
Hodge, Sharon	Online Class	Digital Creative Training for Sales	Sales	Completed
Tweel, Matt	Online Class	Digital Creative Training for Sales	Sales	Completed
York-Blake, Kym	Online Class	Digital Creative Training for Sales	Sales	Completed
Kelley, Megan	Test	Digital Sales Training: Assets and Activation Assessment	Sales	Completed
Kelley, Megan	Test	Digital Sales Training: Digital Terms & Metrics Assessment	Sales	Completed
Kelley, Megan	Test	Digital Sales Training: iHeartRadio Assessment	Sales	Completed
Kelley, Megan	Test	Digital Sales Training: Social Media Assessment	Sales	Completed
Kelley, Megan	Video	Digital Terms and Metrics	Sales	Completed

Kelley, Megan
Kelley, Megan
Kelley, Megan

Material
Material
Material

Digital Training: Social Media Course Notes
Digital Training: Social Media Exercises
Digital Training: Terminology and Metrics Exercises

Sales
Sales
Sales

Completed
Completed
Completed