

**WSAI(AM), WLW(AM), WCKY(AM), WKRC(AM),
WKFS(FM), WEBN(FM)**

**EEO PUBLIC FILE REPORT
June 1, 2011 – May 31, 2012¹**

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
Integrated Marketing/Promotions Director	25, 35, 40, 45, 48, 54, 69, 73-74	74
Key Account Coordinator	2, 6, 7, 11, 16-17, 24-25, 30, 35, 41, 48, 65	48
Key Account Coordinator	2, 6, 7, 11, 16-17, 24-25, 30, 35, 41, 48, 65	65
On-Air Talent	48*	48
On-Air Talent	25, 35, 40, 41, 46, 48-49, 73	48
On-Air Talent	25, 35, 40, 41, 46, 48-49, 73	48
Front Desk Receptionist	2, 6-7, 9, 11, 16-17, 24-25, 30, 35, 41, 48, 68	48
Director of Sales	25, 35, 41, 45-46, 48-49, 62, 68, 70, 72-73	68
Sales Manager	25, 35, 41, 45-46, 48-49, 62, 68, 70, 72-74	68
Sales Manager	25, 35, 41, 45-46, 48-49, 62, 68, 70, 72-74	68
Integrated Marketing Specialist	25, 35, 41, 45-46, 48, 54, 65, 73	54
Integrated Marketing Specialist	25, 35, 41, 45-46, 48, 54, 65, 73	54
Integrated Marketing Specialist	25, 35, 41, 45-46, 48, 54, 65, 73	48
Integrated Marketing Specialist	25, 35, 41, 45-46, 48, 54, 65, 73	41
Revenue Assistant	25, 35, 40-41, 48, 65, 73	48

* *Exigent Circumstances*

¹ This report was modified in August 2013 to address reporting issues.

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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 12-month period
1	<u>University of Cincinnati – Ethnic Programs & Services</u> P.O. Box 210092 Cincinnati, OH 45221-0092 Phone: (513) 556-6008 Fax: (513) 556-5805 Contact: LaShanta Jones, Assistant Director Email: jonly@email.uc.edu	N	0
2	<u>University of Cincinnati – Career Development Center</u> P.O. Box 210115 Cincinnati, OH 45221-0115 Phone: (513) 556-3471 Fax: (513) 556-0650 Contact: Juliette Asuncion	N	0
3	<u>University of Cincinnati – Raymond Walters College</u> 9555 Plainfield Road Cincinnati, OH 45236 Phone: (513) 745-5671 Fax: (513) 792-8626 Contact: Tresha Lewis, Office Manager Email: Tresha.Lewis@uc.edu	N	0
4	<u>University of Cincinnati – Clermont College</u> 4200 Clermont College Drive Batavia, OH 45102-1785 Phone: (513) 732-5277 Fax: (513) 732-5503 Contact: Blaine Kelley, Placement Director Email: blaine.kelley@uc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
5	<u>Xavier University</u> 3800 Victory Parkway Cincinnati, OH 45207-2131 Phone: (513) 745-3141 Fax: (513) 745-3523 Contact: Stephanie Bates, Career Services Director Email: bates@xu.edu	N	0
6	<u>Northern Kentucky University</u> Career Development Center University Center, Suite 230 – Nunn Drive Highland Heights, KY 41099 Phone: (859) 572-5709 Fax: (859) 572-6996 Contact: Karen Chinetti, Marketing/Technology Director Email: Chinetti@nku.edu	N	0
7	<u>College of Mt. St. Joseph</u> 5701 Delhi Road Cincinnati, OH 45223 Phone: (513) 244-4484 Fax: (513) 244-4509 Contact: Kenita Kelly, Career Development Coordinator Email: career_center@mail.msje.edu	N	0
8	<u>Brown Mackie College – Cincinnati Campus</u> (formerly Southern Ohio College) 1011 Glendale-Milford Road Cincinnati, OH 45215 Phone: (513) 672-7750 Fax: (513) 672-7752 or (513) 771-3413 Contact: Director of Career Placement	N	0
9	<u>Thomas More College</u> 333 Thomas More Parkway Crestview Hills, KY 41017 Phone: (859) 344-3386 Fax: (859) 344-3607 Contact: Renee Noel, Career Planning Center Director Email: renee.noel@thomasmore.edu	N	0
10	<u>Morehead State University</u> 322 Allie Young Hall Morehead, KY 40351 Phone: (606) 783-2233 Fax: (606) 783-5026 Contact: Rhonda Crisp, Career Services	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	<u>Wilmington College</u> Pyle Center, Box 1306 Wilmington, OH 45177 Phone: (937) 382-6661, Ext. 299 Fax: (937) 383-8528 Contact: Barbara Kaplan, Career Services Director Email: barbara_kaplan@wilmington.edu	N	0
12	<u>Miami University</u> Career Planning & Placement 241 Hoyt Hall Oxford, OH 45056 Phone: (513) 529-3831 Fax: (513) 529-3822 Contact: Cathy Metcalfe Email: metcalcm@muohio.edu	N	0
13	<u>Cincinnati State College</u> 3520 Central Parkway Cincinnati, OH 45223 Phone: (513) 569-1565 Fax: (513) 569-1719 Contact: Terri Reynolds Email: terri.reynolds@cincinnatiastate.edu	N	0
14	<u>Central State University – Career Service Center</u> P.O. Box 1004 1400 Brush Row Road Wilberforce, OH 45384-1004 Phone: (937) 376-6444 Fax: (937) 376-6562 Contact: Lesa Taylor-Devond, Career Services Director Email: careerservices@csu.ces.edu	N	0
15	<u>Central State University – WCSU-FM Radio</u> Cosby Mass Communications Center Wilberforce, OH 45384 Phone: (937) 376-6011 Contact: Dr. John C. (Turk) Logan, Jr.	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
16	<u>Wilberforce University</u> P.O. Box 1001 1055 N. Bickett Road Wilberforce, OH 45384 Phone: (937) 376-2911 Contact: Hardy Brown, Co-Op/Career Planning & Placement Director Email: wucareers@wilberforce.edu	N	0
17	<u>Urban League of Greater Cincinnati</u> 3458 Reading Road Cincinnati, OH 45229 Phone: (513) 281-9955 Fax: (513) 281-0466 Contact: Rocky Shabazz, Business Development Manager; Robin Ewing, Program Support Administrator Email: rshabazz@gcul.org; raewing@gcul.org	N	0
18	<u>NAACP – Cincinnati Chapter</u> 4439 Reading Road Cincinnati, OH 45229 Phone: (513) 281-1900 Fax: (513) 281-4454 Contact: Edith Thrower, President & Executive Director	N	0
19	<u>NAACP – Cincinnati Chapter</u> 4439 Reading Road Cincinnati, OH 45229 Phone: (513) 281-1900 Fax: (513) 281-4454 Contact: Lucrezia Taylor	N	0
20	<u>Baptist Ministers Conference</u> Morning Star Baptist Church P.O. Box 6235 Cincinnati, OH 45206 Phone: (513) 961-2600 Contact: The Rev. Dr. Calvin Harper, President	N	0
21	<u>Baptist Ministers Conference</u> 121 Nuby Lane Cincinnati, OH 45217 Phone: (513) 281-1025 Contact: The Rev. Damon Lynch, Jr.	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	<u>Interdenominational Ministerial Alliance</u> Hilltop United Methodist Church 1930 West Galbraith Road Cincinnati, OH 45239 Phone: (513) 931-3585 Contact: The Rev. Jeannette Thomas Shegog	N	0
23	<u>Metropolitan Area Religious Coalition Council</u> Quinn Chapel AME Church 10988 Southland Road Forest Park, OH 45240 Phone: (513) 825-4900 Fax: (513) 825-5349 Contact: The Rev. Dr. Taylor T. Thompson, President	N	0
24	<u>Rainbow Coalition</u> New Friendship Baptist Church 3212 Reading Road Cincinnati, OH 45229 Phone: (513) 221-4006 Fax: (513) 221-0197 Contact: The Rev. H. L. Harvey, Jr., Chair	N	0
25	<u>Ohio Center for Broadcasting</u> 6703 Madison Avenue Cincinnati, OH 45227 Phone: (513) 271-6060 Contact: Dave Lenahan	N	0
26	<u>Ohio Valley Goodwill Industries</u> 10600 Springfield Pike Cincinnati, OH 45215 Phone: (513) 771-4800 Fax: (513) 621-5990 Contact: Ted Forrest, Employment Specialist Email: tforrest@cincigoodwill.org	N	0
27	<u>Cincinnati-Hamilton County Community Action Agency</u> 1740 Langdon Farm Road Cincinnati, OH 45237 Phone: (513) 569-4810, Ext. 2423 Fax: (513) 569-4814 Contact: Paula London, Employment Division Email: plondon@cincy-cas.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
28	<u>Cincinnati-Hamilton County Community Action Agency</u> 2904 Woodburn Avenue Cincinnati, OH 45206 Phone: (513) 569-1840, Ext. 23 Fax: (513) 569-1251 Contact: Katrina Mundy, Personnel Services Director Email: k.mundy@cincy-caa.org	N	0
29	<u>Cincinnati Downtowner</u> 128 E. Sixth Street, Suite 806 Cincinnati, OH 45202 Phone: (513) 241-9906 Fax: (513) 241-7235 Contact: Dee Fricker, Senior Account Executive Email: dwntner@aol.com	N	0
30	<u>Cincinnati Job Corps</u> 1409 Western Avenue Cincinnati, OH 45214 Phone: (513) 421-7222 Contact: Billie Mitchell, Career Development Manager Email: Mitchell.Billie@jobcorps.org	N	0
31	<u>Ohio Rehabilitation Services Commission</u> 8050 Beckett Center Drive, Suite 216 West Chester, OH 45069 Phone: (513) 942-8909 Fax: (513) 942-3045 Contact: Crystal Hoffman, Employer Services Specialist Email: RSC_CLV@ohio.gov	N	0
32	<u>Santa Maria Community Services</u> Employment Posting 2918 Price Avenue Cincinnati, OH 45204 Phone: (513) 557-5372 Fax: (513) 557-2736 Contact: Maritza Dyer; Bilne Star	N	0
33	<u>Santa Maria Community Services</u> East Price Hill Neighborhood Center 3301 Warsaw Avenue Cincinnati, OH 45205 Phone: (513) 557-2700 Fax: (513) 557-2724 Contact: Tina Armstead	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
34	<u>Job Bank/ACC</u> P.O. Box 43243 Cincinnati, OH 45243 Phone: (513) 984-9990 Fax: (513) 984-9191 Contact: Anne Campbell, Coordinator Email: acampbell@fuese.net	N	0
35	<u>Department of Veterans Affairs</u> 1000 S. Ft. Thomas Avenue Ft. Thomas, KY 41075 Phone: (859) 572-6213 Fax: (859) 572-6222 Contact: Mark Hilt, Veterans Outreach Specialist Email: mahilt@hotmail.com	N	0
36	<u>Ohio Bureau of Employment Services – Super Jobs Center</u> 1916 Central Parkway Cincinnati, OH 45214 Phone: (513) 731-9800 Fax: (513) 458-6148 Contact: Les Alcorn; Lou Cook	N	0
37	<u>Hyde Park Job Search Focus Group</u> 1345 Grace Avenue Cincinnati, OH 45208 Phone: (513) 871-0320 Fax: (513) 871-3745 Contact: Ed Hutchinson, President; Pam Hocter, Office Manager	N	0
38	<u>YWCA</u> 898 Walnut Street Cincinnati, OH 45202 Phone: (513) 241-7090 Fax: (513) 768-4381 Contact: Bridget Baker, Administrative Assistant	N	0
39	<u>The Clovernook Center</u> 7000 Hamilton Avenue Cincinnati, OH 45231 Phone: (513) 522-3860 Contact: Chuck Geiger; Richard Kaufman; Debra Simmons Email: cgeiger@clovernook.org; rkaufman@clovernook.org; dsimmons@clovernook.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
40	<u>Ohio Association of Broadcasters</u> 88 East Broad Street, Suite 1180 Columbus, OH 43215 Phone: (614) 228-4052 Fax: (614) 228-8133 Contact: Patricia Geary, Operations Manager Email: oab@oab.org www.oab.org	N	0
41	<u>Clear Channel Clear Careers Website</u> www.clearcareers.com	N	15
42	<u>The Cincinnati Enquirer</u> 312 Elm Street Cincinnati, OH 45202 Phone: (513) 768-8501 Fax: (513) 768-8628 Contact: Kim Kempke Email: kimk@enquirer.com	N	0
43	<u>The Cincinnati Post</u> 312 East Court Street Cincinnati, OH 45202 Phone: (513) 768-8501 Fax: (513) 768-8628	N	0
44	<u>The Cincinnati Herald</u> 354 Hearne Avenue Cincinnati, OH 45229 Phone: (513) 242-4000, Ext. 119 Fax: (513) 242-4366 Contact: Susan Lattimore; Donna Metzger Email: classified@communitypress.com; slattimore@communitypress.com	N	0
45	<u>Internal Posting</u>	N	6
46	<u>All Access</u> 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 Fax: (310) 457-8058 Contact: Joel Denver www.allaccess.com	N	5

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47	<u>The Associated Press</u> 1103 Schrock Road, Suite 300 Columbus, OH 43229 Phone: (800) 762-4841 or (614) 855-2727 Contact: Kate Roberts	N	0
48	<u>Word-of-Mouth Referral</u>	N	27
49	<u>RBR</u> www.rbr.com	N	0
50	<u>WKRC-TV Website Posting</u> www.wkrc.com	N	0
51	<u>Craigslist Cincinnati</u> 1381 9th Avenue San Francisco, CA 94122 Fax: (415) 504-6394 www.cincinnati.craigslist.org	N	0
52	<u>CityBeat</u> 811 Race Street, Fifth Floor Cincinnati, OH 45202 Phone: (513) 665-4700 Fax: (513) 665-4368 Email: classifieds@citybeat.com	N	0
53	<u>Job News</u> 4438 Carver Woods Drive Cincinnati, OH 45242 Phone: (513) 984-5724 Fax: (513) 984-2672 Contact: Mark Nightingale, General Manager Email: mnightingale@jobnewsusa.com	N	0
54	<u>On-Air Announcements</u> (<i>one or more SEU stations</i>)	N	3
55	<u>Columbus Dispatch</u> 5300 Crosswind Drive Columbus, OH 43228 Phone: (614) 889-8888 Fax: (614) 461-8552 Contact: Don Cunningham	N	0

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56	<u>National Association of Hispanic Journalists – Job Bank</u> 1000 National Press Building 529 14th Street NW Washington, DC 20045-2001 Phone: (202) 662-7145 Fax: (202) 662-7144 Contact: Ivan Roman, Executive Director Email: jobbank@nahj.org	N	0
57	<u>Broadcast Image Group</u> 7744 Broadway, Suite 100 San Antonio, TX 78209 Phone: (210) 828-6664 Fax: (210) 828-6225 Contact: Larry Rickel	N	0
58	<u>Burke & Schindler CPA</u> 901 Adams Crossing Cincinnati, OH 45202 Phone: (513) 455-8200 Contact: Gregg Fitzgerald Email: gfitzgerald@burkecpa.com	N	0
59	<u>MediaLine</u> P.O. Box 51909 Pacific Grove, CA 93950 Phone: (800) 237-8073 Fax: (831) 648-5204 Contact: Mark Shilstone, Manager	N	0
60	<u>Monster.com Website</u> 5 Clock Tower Town, Suite 500 Maynar, MA 01754 Phone: (978) 461-8304 Fax: (978) 823-4304 Contact: Nancy Pilsch Email: nancy.pilsch@monster.com www.monsterjob.com	N	0
61	<u>American Meteorologist Society</u> 45 Beacon Street Boston, MA 02108-3693 Phone: (617) 227-2425 Fax: (617) 742-8718 Contact: Kelly Garvey	N	0

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62	<u>Inside Radio</u> P.O. Box 422 365 Union Street Littleton, NH 03561 Phone: (800) 640-8852 Fax: (603) 444-2872 Contact: Gene McKay, General Manager	N	0
63	<u>Radio World</u> 5827 Columbia Pike, 3rd Floor Falls Church, VA 22041 Phone: (703) 998-7600, Ext. 153 Fax: (703) 998-2966 Email: crfreeland@imaspub.com www.rwonline.com	N	0
64	<u>ITT Technical Institute</u> 4750 Wesley Avenue Norwood, OH 45212 Phone: (513) 531-8368 Contact: Sharon Greely Email: sgreely@itt-tech.edu	N	0
65	<u>Job Fairs</u> (see Section III)	N	14
66	<u>Former Employee (Rehire)</u>	N	0
67	<u>Internship Program</u>	N	0
68	<u>Internal Transfer/Promotion</u>	N	3
69	<u>Northern Kentucky Chamber</u> adixon@nkychamber.com	N	0
70	<u>Radio Ink Magazine</u> www.radioink.com	N	0
71	<u>Ohio/Illinois Centers for Broadcasting</u> 9000 Sweet Valley Drive Valley View, OH 44125 Phone: (216) 447-9117 Fax: (216) 642-9232 Contact: Gary James Email: ocb@beonair.com	N	0
72	<u>Talkers Magazine</u> 785 Williams Street #429 Longmeadow, MA 01106 413.565.5413 (phone) 413.565.5419 (fax) info @ talkers . com	N	0

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73	<u>University of Dayton Career Services</u> 300 College Park Ave Dayton OH, 45469-2711 937-229-2045 (phone) 937-229-2040 (fax) atanaka1@udayton.edu Contact: Amy Tanaka https://www.myinterfase.com/udayton/employer/home.aspx	N	0
74	<u>Station Websites</u> (one or more SEU stations)	N	7
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			73

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Internship Program – Fall 2011	From August 1, 2011 – December 31, 2011 our SEU hosted one intern from University of Cincinnati and one intern from Wilmington College. These interns learned about and experienced careers in broadcasting under the supervision of our Promotions Director.
2.	Internship Program – Spring 2012	From January 1, 2012 – March 2012 our SEU hosted three interns from the University of Cincinnati. These interns learned about and experienced careers in broadcasting under the supervision of our Promotions Director.
3.	Participate in Event Sponsored By Or On Behalf of Educational Institution Relating to Careers in Broadcasting	On August 3, 2011 our Digital Sales Manager spoke with students at the Ohio Center for Broadcasting. Topics included career opportunities in broadcasting.
4.	Participated in Career Fair	On March 22, 2012, our SEU participated in the Dayton University Career Fair. Station participants included our Recruitment Director.
5.	Participated in Career Fair	On March 29, 2012 our SEU participated in the Northern Kentucky University Job Expo. Station participants included our Recruitment Director.
6.	Participated in Career Fair	On April 6, 2012 our SEU participated in Xavier University's Career Fair. Station Participants included our Recruitment Director.