

**WAKZ, WBBG, WKBN, WMXY, WNCD, WNIO**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018 - May 31, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-11	3

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
2	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
3	Indeed.com - Not Directly Contacted by SEU	N	2
4	Kent State University 261 Michael Swartz Ctr Kent, Ohio 44242 Phone : 330-672-2360 Email : <a href="mailto:rpjor@kent.edu">rpjor@kent.edu</a> Robin Pijor	N	0
5	Ohio Center for Broadcasting Cleveland Campus 9885 Rockside Road, Suite 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a> Janice Hannah-Hardy	Y	0
6	On-Air announcements 7461 South Avenue Youngstown, Ohio Phone : 330-729-2503 Email : <a href="mailto:marionsweely@iheartmedia.com">marionsweely@iheartmedia.com</a> Fax : 1-330-965-8277 Marion Sweely	N	0
7	Penn State University 147 Shenango Avenue Sharon, Pennsylvania 16146 Email : <a href="mailto:interviewing@psu.edu">interviewing@psu.edu</a> Career Services	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Westminster College Career Placement Dept New Wilmington, Pennsylvania 16175 Phone : 724-946-7339 Email : houghja@westminster.edu Jennifer Hough	N	0
9	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
10	Youngstown State University 1 University Plaza Youngstown, Ohio 44555 Phone : 330-742-3515 Email : careerservices@ysu.edu Kris Gregory	N	0
11	YSU Career Fair 1 University Plaza Youngstown, Ohio 44555 Justin Edwards Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>2</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/10/2018	Participation in Job Fairs	On October 10, 2018, our SEU participated in the Youngstown State University Career Fair. SEU participants including our Digital Content Director and Digital Coordinator/On-air personality, spoke with attendees about job openings in the broadcasting industry. Resumes were collected.	2	Digital Content Director On-air personality
2	2/6/2019	Establishment of training programs for station personnel	In February 2019, iHeartMedia offered training on their Trade Tool to all Finance employees. The training was offered online from the learning center to assist employees with learning new skills they may need to promote themselves to a higher job level within IHM.	2	Finance Manager Finance Specialist
3	3/27/2019	Participation in Job Fairs	On March 27, 2019, our SEU participated in the Youngstown State University Career Fair. SEU participants including our Digital Content Director and Digital Coordinator/On-air personality, spoke with attendees about job openings in the broadcasting industry. Resumes were collected.	2	Digital Content Director On-air personality
4	5/21/2019	Participation in events or programs sponsored by educational institutions	On several occasions throughout the reporting period, our SEU's Digital Sales Coordinator mentored a high school speech and debate team, discussing different career opportunities in broadcasting and skills needed to succeed in the industry.	1	Digital Sales Coordinator