

WCKY-FM, WCWA, WIOT, WRVF, WSPD, WVKS

EEO PUBLIC FILE REPORT

June 1, 2014 - May 31, 2015³"

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2-7, 9-13, 16-37	11
Account Executive	2-7, 9-13, 16-37	10
On-Air Host	1-10, 12-35, 37	10

¹ This Report was revised in May 2016 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 Reporting Period
1	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	4
2	Career Center Owens Comm College 30335 Oregon Rd Toledo, Ohio 43699 Phone : 419-661-7000 Career Services Manual Posting	N	0
3	Catholic Diocese of Toledo Spanish Speaking 1933 Speilbush Ave Toledo, Ohio 43624 Phone : 419-244-6711 Career Services Manual Posting	N	0
4	Center for Women Univ of Toledo 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-8570 Career Services Manual Posting	N	0
5	Com Tech UT Placement Serv 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-5400 Career Services Manual Posting	N	0
6	Contract Compliance One Government Ctr Sutie 1900 Toledo, Ohio 43606 Perlean Griffin Manual Posting	N	0
7	Counseling & Career Dev 318 C Math/Sciences Bldg Bowling Green St Univ Bowling Green, Ohio 43403 Phone : 419-372-2356 Career Services Manual Posting	N	0
8	Current Employee	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Davis College 4747 Monroe St Toledo, Ohio 43613 Phone : 419-473-2700 Career Services Manual Posting	N	0
10	Employee Referral	N	5
11	Former Employee	N	2
12	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
13	Human Resources Dept City of Toledo One Government Ctr Toledo, Ohio 43604 Phone : 419-245-1500 Career Services Manual Posting	N	0
14	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
15	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	0
16	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	0

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17	Job Training Center 3210 Monroe St PO Box 1007 Toledo, Ohio 43699 Career Services Manual Posting	N	0
18	Lourdes College Placement Office 6832 Convent Blvd Sylvania, Ohio 45360 Phone : 419-885-3211 Career Services Manual Posting	N	0
19	Minority Affairs Office Univ of Toledo 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-4964 Career Services Manual Posting	N	0
20	Multicultural Student Ctr Univ of Toledo 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-2261 Career Services Manual Posting	N	0
21	NAACP PO Box 9388 Toledo, Ohio 43697 Phone : 419-242-2515 Career Services Manual Posting	N	0
22	Ohio Bureau Employment PO Box 889 Bowling Green, Ohio 43402 Career Services Manual Posting	N	0
23	Ohio Center for Broadcasting - Columbus Campus 5330 E. Main St. Suite 200 Columbus, Ohio 43213 Email : twilson@beonair.com T Wilson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Ohio Ctr for Broadcasting 9885 Rockside Rd. Valley View, Ohio 44125 Phone : 888-358-8669 Career Services Manual Posting	N	0
25	Owens Community College PO BOX 10,000 Toledo, Ohio 43699 Phone : 567-429-3509 Career Services Manual Posting	N	0
26	Placement Director Bowling Green Univ Bowling Green, Ohio 43404 Phone : 419-372-2618 Career Services Manual Posting	N	0
27	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
28	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0
29	Specs Howard School Placement Office 19900 West 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Stautzenberger College 1796 Indian Wood Circle Maumee, Ohio 43537 Phone : 800-552-5099 Career Services Manual Posting	N	0
31	The Source of Northwest OH 1301 Monroe Street Toledo, Ohio 43604 Phone : 419-213-5627 Career Services Manual Posting	N	0
32	Toledo Journal 3021 Douglas Rd Toledo, Ohio 43606 Phone : 419-472-4521 Fax : 1-419-472-1604 Career Services Manual Posting	N	0
33	University Of Toledo c/o Job Opportunity 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-3700 Career Services Manual Posting	N	0
34	WCKY Radio 125 S. Superior Toledo, Ohio 43604 Phone : 419-244-8321 Url : www.1037wcky.com Email : scotthammer@clearchannel.com Scott Hammer	N	0
35	WFAL/Bowling Green University 31 West Hall Bowling Green, Ohio 43403 Phone : 419-372-8658 Career Services Manual Posting	N	0

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36	Wilson HCG 400N. Ashley Drive. Ste 3000 Tampa, Florida 33602 Phone : 813-337-0195 Url : WilsonHCG.com Email : Erica.Potts@wilsonHCG.com Erica Potts	N	7
37	WXUT/Univ of Toledo 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-4172 Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			20

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/15/2014	Participation in events or programs sponsored by educational institutions	BGSU Employer Symposium - Business Manager attended a day of panel discussions at Bowling Green State University sponsored by the Career Center. The purpose of this program is to enhance partnerships between employer partners and the BGSU Career Center; program goals are to highlight best practices pertaining to student recruitment and employer involvement with career centers.	1	Business Manager
2	10/14/2014	Participation in Job Fairs	On October 14, 2014, iHeart Media Toledo participated in the Bowling Green State University 2014 Fall Expo Job Fair in Bowling Green, OH. The SEU's Local Sales Manager and Business Manager disseminated information on job opportunities, accepted resumes, and spoke with attendees about careers in broadcasting.	2	Local Sales Manager Business Manager
3	2/10/2015	Participation in Job Fairs	On February 10, 2015, iHeart Media Toledo participated in the Bowling Green State University 2015 Spring Expo Job & Internship Fair in Bowling Green, OH. The SEU's Business Manager and Local Sales Manager disseminated information on job opportunities, accepted resumes, and spoke with attendees about careers in broadcasting.	2	Business Manager Local Sales Manager
4	5/26/2015	Establishment of an intern program designed to assist members of the community	From June 2014 through May 2015, our SEU hosted two interns from Bowling Green State University. The interns experienced and learned about career opportunities in broadcasting. One worked with our Promotions Department under the supervision of our Promotions Manager. We had one additional intern in the sales department learning the various aspects of the Account Executive position under the supervision of our Local Sales Manager	2	Szczublewski Beebe

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5	5/27/2015	Establishment of training programs for station personnel	iHeartMedia Toledo provided training to a part-time engineer in order to qualify him for higher-level positions within the broadcast industry. Throughout the reporting period, the part-time engineer periodically shadowed a full-time Engineer at another iHM location to learn daily operations of broadcast stations. He was also exposed to budgeting and administrative tasks related to broadcast engineering by our Chief Engineer, all of which are duties outside of the job description for a part-time engineer. Further, he was provided the opportunity to visit other iHM facilities in Akron and Cleveland to get fresh ideas on studio design. As a result of this training, he recently was put in charge of a backup transmitter installation for a station, which also provided insight on working with outside equipment contractors and part ordering.	3	Engineer Engineer Chief Engineer