

**WCKY-FM, WCWA-AM, WIOT-FM, WRVF-FM, WSPD-AM, WVKS-FM****EEO PUBLIC FILE REPORT****June 1, 2014 - May 27, 2015****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	2-7, 9-13, 16-37	11
Account Executive	2-7, 9-13, 16-37	10
On-Air Host	1-10, 12-27, 29-37	10

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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	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> 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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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 : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> 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 : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
15	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
16	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> 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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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 : <a href="http://www.recruit.net">http://www.recruit.net</a> OpenHire Source Manual Posting	N	0
28	Recruiter Wilson HCG	N	7
29	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> OpenHire Source Manual Posting	N	0
30	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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31	Stautzenberger College 1796 Indian Wood Circle Maumee, Ohio 43537 Phone : 800-552-5099 Career Services Manual Posting	N	0
32	The Source of Northwest OH 1301 Monroe Street Toledo, Ohio 43604 Phone : 419-213-5627 Career Services Manual Posting	N	0
33	Toledo Journal 3021 Douglas Rd Toledo, Ohio 43606 Phone : 419-472-4521 Fax : 1-419-472-1604 Career Services Manual Posting	N	0
34	University Of Toledo c/o Job Opportunity 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-3700 Career Services Manual Posting	N	0
35	WCKY Radio 125 S. Superior Toledo, Ohio 43604 Phone : 419-244-8321 Url : <a href="http://www.1037wcky.com">www.1037wcky.com</a> Email : <a href="mailto:scotthammer@clearchannel.com">scotthammer@clearchannel.com</a> Scott Hammer	N	0
36	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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37	WXUT/Univ of Toledo 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-4172 Career Services Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>20</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>	<b>Points</b>
1	7/15/2014	Participation in events or programs sponsored by educational institutions	BGSU Employer Symposium - Maria Costanzo, 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	0.25
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	0.25
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	0.25
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. 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	1.00



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5	5/27/2015	Establishment of training programs for station personnel	Part time engineer Josh McKinley has been trained in transmitter operation and repair techniques, studio maintenance and NexGen operation. He has been shadowing Engineer Dave Morris in our Lima facility to learn their daily operations. Chief Engineer Gary Fullhart has been training him on budgeting and administrative tasks. He has visited our facilities in Akron and Cleveland to get fresh ideas on studio design. He was recently put in charge of the WZOM backup transmitter installation, so he will learn how to work with contractors and ordering the correct parts.	3	Engineer Engineer Chief Engineer	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>2.75</b>