

WCKY-FM, WCWA, WIOT, WRVF, WSPD, WVKS**EEO PUBLIC FILE REPORT****June 1, 2015 - May 31, 2016****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	1-18, 20-28	8
WVKS Morning Show Co-Host	1-7, 9-28	19

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Career Center Owens Comm College 30335 Oregon Rd Toledo, Ohio 43699 Phone : 419-661-7000 Career Services Manual Posting	N	0
2	Catholic Diocese of Toledo Spanish Speaking 1933 Speilbush Ave Toledo, Ohio 43624 Phone : 419-244-6711 Career Services Manual Posting	N	0
3	Center for Women Univ of Toledo 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-8570 Career Services Manual Posting	N	0
4	Com Tech UT Placement Serv 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-5400 Career Services Manual Posting	N	0
5	Contract Compliance One Government Ctr Sutie 1900 Toledo, Ohio 43606 Perlean Griffin Manual Posting	N	0
6	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
7	Davis College 4747 Monroe St Toledo, Ohio 43613 Phone : 419-473-2700 Career Services Manual Posting	N	0
8	Employee Referral	N	1

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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	Human Resources Dept City of Toledo One Government Ctr Toledo, Ohio 43604 Phone : 419-245-1500 Career Services Manual Posting	N	0
10	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
11	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
12	Job Training Center 3210 Monroe St PO Box 1007 Toledo, Ohio 43699 Career Services Manual Posting	N	0
13	Lourdes College Placement Office 6832 Convent Blvd Sylvania, Ohio 45360 Phone : 419-885-3211 Career Services Manual Posting	N	0
14	Minority Affairs Office Univ of Toledo 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-4964 Career Services Manual Posting	N	0
15	Multicultural Student Ctr Univ of Toledo 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-2261 Career Services Manual Posting	N	0

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16	NAACP PO Box 9388 Toledo, Ohio 43697 Phone : 419-242-2515 Career Services Manual Posting	N	0
17	Ohio Bureau Employment PO Box 889 Bowling Green, Ohio 43402 Career Services Manual Posting	N	0
18	Ohio Ctr for Broadcasting 9885 Rockside Rd. Valley View, Ohio 44125 Phone : 888-358-8669 Career Services Manual Posting	N	0
19	On-Air Announcement (One or More SEU Stations)	N	1
20	Owens Community College PO BOX 10,000 Toledo, Ohio 43699 Phone : 567-429-3509 Career Services Manual Posting	N	0
21	Placement Director Bowling Green Univ Bowling Green, Ohio 43404 Phone : 419-372-2618 Career Services Manual Posting	N	0
22	Specs Howard School Placement Office 19900 West 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Career Services Manual Posting	N	0
23	Stautzenberger College 1796 Indian Wood Circle Maumee, Ohio 43537 Phone : 800-552-5099 Career Services Manual Posting	N	0

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24	The Source of Northwest OH 1301 Monroe Street Toledo, Ohio 43604 Phone : 419-213-5627 Career Services Manual Posting	N	0
25	Toledo Journal 3021 Douglas Rd Toledo, Ohio 43606 Phone : 419-472-4521 Fax : 1-419-472-1604 Career Services Manual Posting	N	0
26	University Of Toledo c/o Job Opportunity 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-3700 Career Services Manual Posting	N	0
27	WFAL/Bowling Green University 31 West Hall Bowling Green, Ohio 43403 Phone : 419-372-8658 Career Services Manual Posting	N	0
28	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:			2

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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	8/6/2015	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 employers 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	9/24/2015	Hosting of Job Fair	On September 24, 2015, iHeart Media Toledo hosted a job fair at the Stranahan Great Hall in Toledo Ohio that had 52 employers seeking qualified candidates to fill their open job positions. Our SEU acquired the booth space, solicited participating exhibitors, coordinated logistics of the event and promoted the fair via on-air announcements. In addition, we participated as a local employer during the fair, manning a iHeartMedia booth and interacting with interested attendees about jobs in the broadcast industry. The job fair was attended by over 350 job seekers	10	Market President Director of Sales Local Sales Manager Sales Assistant
3	9/29/2015	Participation in Job Fairs	On September 29, 2015, iHeart Media Toledo participated in the Bowling Green State University 2015 Fall Expo Job Fair in Bowling Green, OH. The SEU's Business Manager disseminated information on job opportunities, accepted resumes, and spoke with attendees about careers in broadcasting. A newly hired DJ/Announcer who recently completed an internship was also present to relate her personal experience and subsequent hiring.	2	Business Manager DJ/Announcer

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4	11/7/2015	Participation in events sponsored by community groups	The Internship Event sponsored by American Advertising Federation Toledo, the Press Club of Toledo and the Public Relation Society of America NW Ohio along with the University of Toledo and Bowling Green State University to prepare and educate students on the best way to get an internship with a Toledo area company. Our Promotions Manager participated in panel discussions on the Successful Intern Candidate, Applying and Interviewing and Job Opportunities. We Had a recruiting table at the event where we spoke to candidates interested in internship opportunities.	1	Promotions Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	1/11/2016	Establishment of an intern program designed to assist members of the community	<p>The goal of iHeart Media's multi-year internship program with the University of Toledo is to identify and hire sophomore and junior electrical engineering students with an interest in our business and technologies and retain them throughout their college career with intent that they be hired as full time employees upon graduation. The point of the co-op experience is to augment the theoretical training the student receives at university with the practical application of that theory in our business and to prepare the co-op student for a smooth transition into a full time iHeartMedia employee upon graduation.</p> <p>During this reporting period, our SEU hosted the first cycle of the multi-year program, which was used to orient the student from the University of Toledo to the tasks and technologies associated with broadcast engineering, mainly thru shadowing the technical staff during the performance of daily tasks.</p> <p>Topics included: Introduction to RF and electrical safety Orientation to broadcast studio operations Orientation to broadcast data systems Orientation to transmitter site operations</p> <p>As part of his co-op, the intern designed and built several adaptive lighting display unit boxes, using Raspberry PI microprocessor chips. These units will be used in the Toledo, Lima and Napoleon locations</p>	4	Chief Engineer Engineer Engineer Engineer

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6	2/9/2016	Participation in Job Fairs	On February 9, 2016, iHeart Media Toledo participated in the Bowling Green State University 2016 Spring Expo Job Fair in Bowling Green, OH. The SEU's Business Manager disseminated information on job opportunities, accepted resumes, and spoke with attendees about careers in broadcasting. A newly hired DJ/Announcer who recently completed an internship was also present to relate her personal experience and subsequent hiring.	2	Business Manager DJ/Announcer
7	3/10/2016	Hosting of Job Fair	On March 10, 2016, iHeart Media Toledo hosted a job fair along with NSG Group and Pilkington at the Stranahan Great Hall in Toledo Ohio that had 41 employers seeking qualified candidates to fill their open job positions. Our SEU acquired the booth space, solicited participating exhibitors, coordinated logistics of the event and promoted the fair via on-air announcements. In addition, we participated as a local employer during the fair, manning a iHeartMedia booth and interacting with interested attendees about jobs in the broadcast industry. The job fair was attended by over 300 registered job seekers	10	Market President Director of Sales Local Sales Manager Sales Assistant