

**WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM****EEO PUBLIC FILE REPORT****June 1, 2015 - May 31, 2016****I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Account Executive	1-7, 9-26, 28-38, 40-49, 51-52, 55-58	23
Morning Show Producer	1-7, 10-15, 17-19, 22-26, 28, 30-31, 33-36, 38-40, 43-44, 48, 50, 54-58	19
Account Executive	1-7, 10-15, 17-28, 30-31, 33-36, 38-40, 43-44, 48, 53-58	20
Account Executive	1-7, 10-15, 17-28, 30-31, 33-36, 38-40, 43-44, 48, 53-58	57
Account Executive	1-8, 10-14, 17-20, 22-26, 28, 30-31, 33-36, 38-40, 43-44, 48, 54-58	8
Account Executive Media Sales	1-7, 10-14, 17-26, 28, 30-31, 33-36, 38-40, 43-44, 48, 54-56, 58	20

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Akron Community Service Center and Urban League, Inc. 440 Vernon Odom Blvd. Akron, Ohio 44307 Phone : 330-434-3101 Fax : 1-330-434-2716 Yolanda Clay	N	0
2	AllAccess.com 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	2
3	American Sportscasters Association, Inc. 225 Broadway Suite 2030 New York, New York 10007 Phone : 212-227-8080 Email : <a href="mailto:LSchwa8918@aol.com">LSchwa8918@aol.com</a> Fax : 1-212-571-0556 Career Services	Y	0
4	Ashland University 40 College Avenue Ashland, Ohio 44805 Phone : 419-289-5064 Url : <a href="http://www.ashland.edu/career">www.ashland.edu/career</a> Career Services Manual Posting	Y	0
5	Baldwin Wallace College 275 Eastland Road Berea, Ohio 44017 Phone : 440-826-2101 Career Services Manual Posting	Y	0
6	Bowling Green State University 318 Math Science Bowling Green, Ohio 43403 Phone : 419-372-2356 Url : <a href="http://www.bgsu.edu/offices/sa/career">www.bgsu.edu/offices/sa/career</a> Heather Wilson Manual Posting	Y	0

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7	Bryant & Stratton College 3121 Euclid Avenue Cleveland, Ohio 44115 Phone : 216-771-1700 Email : wjgholson@bryantstratton.edu W. Jan Gholson	Y	0
8	Career Fair	N	1
9	Cleveland Chapter of the Society of Professional Journalists Ohio Email : spjcleland@gmail.com Tom Moore	N	0
10	Cleveland State University 2121 Euclid Avenue RTW 280 Cleveland, Ohio 44115 Phone : 216-687-5534 Url : <a href="http://csucareerline.experience.com">http://csucareerline.experience.com</a> Email : careers@csuohio.edu Career Services	Y	0
11	Cuyahoga Community College 2415 Woodland Avenue Room 239 Cleveland, Ohio 44115 Phone : 216-987-4913 Url : <a href="http://www.keycareerplace.info">www.keycareerplace.info</a> Fax : 1-216-987-5577 Career Services	Y	0
12	DeVry University 6000 Lombardo Suite 200 Seven Hills, Ohio 44131 Phone : 216-520-7421 Email : CSlovinski@devry.edu C. Slovinski	N	0
13	Employment Connection/Ohio Means Jobs 11699 Brookpark Road Parma, Ohio 44130 Phone : 216-664-2905 Stephanie Rychel Manual Posting	Y	0

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14	EntertainmentCareers.Net Ohio Url : <a href="http://www.entertainmentcareer.net">www.entertainmentcareer.net</a> n/a n/a Manual Posting	N	0
15	Esperanza, Inc. 4115 Bridge Avenue Cleveland, Ohio 44113 Phone : 216-651-7178 Fax : 1-216-651-7183 Career Services	N	0
16	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> Online Source Manual Posting	N	0
17	Hiram College P.O. Box 67 Hiram, Ohio 44234 Phone : 330-569-5131 Email : <a href="mailto:careercenter@hiram.edu">careercenter@hiram.edu</a> Barbara Kundus	Y	0
18	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
19	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	9

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20	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> Online Source Manual Posting	N	12
21	Internal Posting	N	4
22	ITT Technical Institute 4700 Richmond Road Warrensville Hts, Ohio 44128 Phone : 216-896-6512 Email : <a href="mailto:ddalton@ITT-Tech.edu">ddalton@ITT-Tech.edu</a> Debra Dalton	Y	0
23	John Carroll University 20700 North Park Blvd Cleveland, Ohio 44118 Phone : 216-397-4237 Url : <a href="http://www.jcu.edu/careercenter">www.jcu.edu/careercenter</a> Career Services Manual Posting	Y	1
24	Kent State University P.O. Box 5190 Kent, Ohio 44242 Phone : 330-672-2360 Career Services Manual Posting	Y	0
25	Lake Erie College 391 W. Washington St Painesville, Ohio 44077 Phone : 440-375-7507 Url : <a href="https://lec-csm.symplicity.com">https://lec-csm.symplicity.com</a> Career Services Manual Posting	Y	0
26	Lakeland Community College 7700 Clocktower Drive Kirtland, Ohio 44094 Phone : 440-525-7222 Url : <a href="http://www.careers.lakelandcc.edu">www.careers.lakelandcc.edu</a> Career Services Manual Posting	Y	0
27	Linked In	N	1

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28	Lorain County Community College 1005 Abbe Road Elyria, Ohio 44094 Phone : 440-366-7663 Url : <a href="https://loraincsm.symplicity.com">https://loraincsm.symplicity.com</a> Marci Pelsey Manual Posting	Y	0
29	Malone College 515 25th Street, N.W. Canton, Ohio 44709 Phone : 330-471-8100 Url : <a href="http://www.collegecentral.com/malone">www.collegecentral.com/malone</a> Doug Reichenberger Manual Posting	N	0
30	Marietta College 215 Fifth Street Marietta, Ohio 45750 Phone : 740-376-4645 Url : <a href="http://www.collegecentral.com/marietta">www.collegecentral.com/marietta</a> Natalie Wood Manual Posting	Y	0
31	Mentor Plains United Methodist Church 7271 Lakeshore Blvd. Mentor, Ohio Email : <a href="mailto:mentorplains@sbcglobal.net">mentorplains@sbcglobal.net</a> Maureen Bauer	Y	0
32	NAACP Placement Office 2131 Fairhill Road Cleveland, Ohio 44120 Phone : 216-231-6260 n/a n/a Manual Posting	N	0
33	National Assoc of Hispanic Journalists 1193 National Press Bldg Washington, District of Columbia 20045-2100 Url : <a href="http://www.nahj.org/">http://www.nahj.org/</a> Email : <a href="mailto:nahj@nahj.org">nahj@nahj.org</a> Career Services	N	0

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34	Notre Dame College 4545 College Road Cleveland, Ohio 44121 Phone : 216-373-5290 Url : <a href="https://notredamecollege-csm.symplicity.com">https://notredamecollege-csm.symplicity.com</a> Career Services Manual Posting	Y	0
35	Oberlin College 155 N. Professor Street Oberlin, Ohio 44074 Phone : 440-775-8104 Email : <a href="mailto:career.services@oberlin.edu">career.services@oberlin.edu</a> Career Services	Y	0
36	Office of Equal Opportunity 601 Lakeside Avenue Room 335 Cleveland, Ohio 44114 Phone : 216-664-4152 Fax : 1-216-664-3870 Debra Linn Talley	Y	0
37	Ohio Association of Broadcasters 88 East Broad Street Suite 1180 Columbus, Ohio 43215 Phone : 614-228-4052 Url : <a href="http://www.ohiobroadcastjobs.org">www.ohiobroadcastjobs.org</a> Career Services Manual Posting	N	0
38	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Cleveland, Ohio 44125 Phone : 216-503-5900 Email : <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> Dee Clark	Y	1
39	Ohio State University 05 Brown Hall 190 W. 17th Ave Columbus, Ohio 43210 Phone : 614-292-6529 Email : <a href="mailto:Dineen.2@osu.edu">Dineen.2@osu.edu</a> Fax : 1-614-688-3036 Career Services	N	0

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40	Ohio State University 48 Townshend Hall 1885 Neil Avenue Columbus, Ohio 43210 Phone : 614-292-6529 Email : Dineen.2@osu.edu Dineen n/a	Y	0
41	Ohio University Baker University Center One Park Place Athens, Ohio 45701 Phone : 740-593-2909 Url : <a href="http://ohio-csm.symplicity.com">http://ohio-csm.symplicity.com</a> Fax : 1-740-593-1393 Thomas Korvas	N	0
42	President's Council 1120 Chester Avenue Suite 100 Cleveland, Ohio 44105 Phone : 216-771-8702 Fax : 1-216-771-3679 Colette Appolito	N	0
43	Radio 1 Broadcast School 700 3rd Street N. LL-7 LaCrosse, Wisconsin 54601 Phone : 800-889-2221 Email : <a href="mailto:director@radio1school.com">director@radio1school.com</a> Joe Deschlerr	Y	0
44	Radio station website (One or More SEU Stations) 6200 Oaktree Blvd. 4th floor Indendence, Ohio 44131 Phone : 216-986-8813 Andrea Castillo Manual Posting	N	0
45	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> Online Source Manual Posting	N	0

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46	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> Online Source Manual Posting	N	0
47	Spanish American Committee 4407 Lorain Road Cleveland, Ohio 44102 Phone : 216-961-2100 Email : <a href="mailto:francisc@spanishamerican.org">francisc@spanishamerican.org</a> Career Services	N	0
48	Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : <a href="mailto:KBurns@specsHoward.edu">KBurns@specsHoward.edu</a> Kristen Burns	Y	0
49	Stark State College 6200 Frank Avenue, N.W. Canton, Ohio 44720 Phone : 330-497-6313 Url : <a href="http://www.collegecentral.com/starkstate">www.collegecentral.com/starkstate</a> Patty Meeks Manual Posting	N	0
50	Station Website Posting (One or More SEU Stations)	N	2
51	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : <a href="mailto:leads@freeformradio.org">leads@freeformradio.org</a> Scott McWilliams	N	0
52	University of Phoenix 5005 Rockside Road 130 Independence, Ohio 44131 Phone : 216-447-8807 n/a n/a Manual Posting	N	0

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53	Unknown (source not adequately identified upon inquiry by SEU)	N	1
54	Urban League of Greater Cleveland 1255 Euclid Avenue Suite 205 Cleveland, Ohio 44115 Phone : 216-622-0999 Cordell Stokes Manual Posting	N	0
55	Ursuline College 2550 Lander Road Pepper Pike, Ohio 44124 Phone : 440-646-8324 Gerry Sullivan Manual Posting	Y	0
56	Vocational Guidance Services-I.T. Training Program 2239 E. 55th Street Cleveland, Ohio 44103 Phone : 216-881-6124 Email : bryanbest@vgsjob.org Bryan Best	Y	0
57	Word of Mouth Referral	N	7
58	Youngstown State University 1 Unversity Plaza Youngstown, Ohio 44555 Phone : 330-941-3515 Url : www.ysu.edu/career-services Career Services Manual Posting	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>41</b>

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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	6/3/2015	Participation in scholarship programs	Our SEU participated in the 2015 OAB Scholarship Program selection process. The OAB awarded several scholarships to qualified high school students. Station participants included our SEU's Market President, who reviewed and graded all applications.	1	Market President
2	6/16/2015	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for the mass communications class from Cuyahoga Community College. During the tour, they visited the facility and stations. They learned about opportunities in broadcasting. Station participants included our News Anchor, who conducted the tour.	1	WTAM News Anchor
3	10/8/2015	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for the mass communications class from Cuyahoga Community College. During the tour, they visited the facility and stations. They learned about opportunities in broadcasting. Station participants included our News Anchor, who conducted the tour.	1	WTAM News Anchor
4	10/22/2015	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for the broadcasting class of Cuyahoga Falls High School. During the tour, they visited the stations and toured the facility. He discussed careers in the media industry and distributed iHeartMedia info.	1	Traffic reporter
5	10/24/2015	Co Sponsoring Job Fair	Our SEU co-hosted/sponsored the NAPTE Career Day in Cleveland, OH. Station participants included our Market President, an account executive, & an on air morning show personality and producer. Our Market President spoke on a panel for the interested job seekers describing his media career and iHeartMedia. Our on-air personality hosted the scholarship portion along with our account executive who then participated in the job fair portion. He collected resumes and handed out iHeartMedia Cleveland info.	3	Market President AE WMJI Morning Show Producer

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6	11/6/2015	Participation in events or programs sponsored by educational institutions	Our SEU's Digital Sales Manager gave a lecture to a communications class at John Carroll University in Cleveland, OH. He discussed how to sell integrated media. He also discussed career opportunities in the broadcasting/media field.	1	Digital Sales Manager
7	11/6/2015	Participation in Job Fairs	Our SEU participated in the Ohio Center of Broadcasting Job Fair in Independence, OH. Station participants included our Digital Sales Manager who discussed the broadcasting/media field and career opportunities.	1	Digital Sales Manager
8	2/17/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for the communications class at Cuyahoga Community College in Parma, OH. During the tour, they toured the facility and newsroom. Station participants included our News Anchor, who conducted the tour and answered all questions.	1	WTAM News Anchor
9	2/22/2016	Participation in Job Fairs	Our SEU participated in the Cleveland Cavaliers Job Fair in Cleveland, OH. Station participants included two account executives, who collected resumes and met with the many interested job seekers. They then brought back and discussed many qualified applicants with the General Sales Managers. iHeartMedia info was available.	2	Account Executive Account Executive
10	4/13/2016	Participation in events or programs sponsored by educational institutions	Our SEU's Digital Sales Manager gave a lecture to a communications class at John Carroll University in Cleveland, OH. He discussed careers in the media industry and answered questions regarding iHeartMedia career opportunities.	1	Digital Sales Manager
11	4/27/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for the broadcasting class of Cuyahoga Falls High School. During the tour, they visited the stations and facilities. SEU participants included an SEU News Anchor, who discussed careers in the media industry and distributed iHeartMedia info.	1	WTAM News Anchor

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	<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>
12	5/9/2016	Participation in events or programs sponsored by educational institutions	Working with Walsh Jesuit High School, our SEU hosted a student for job shadowing as her senior project for two weeks. The student shadowed our News Director. The student met with the news and traffic departments. The student was also able to seek career advice and ask questions related to jobs in broadcasting.	1	News Director