

WBKS, WIMA, WIMT, WMLX, WZRX-FM
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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
Outside Account Executive	1-8	5
Outside Account Executive	1-8	1
Outside Account Executive	2-8	5

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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	Employee Referral	N	2
2	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
3	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
4	James A Rhodes State College 4240 Campus Dr Lima, Ohio 45804 Phone : 419-995-8312 Url : http://www.rhodesstate.edu/ Email : richardon.k@rhodesstate.edu Krista Richardson	N	0
5	Job/Career Fair - See Section III	N	2
6	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	0
7	Ohio Northern University 525 S. Main St Ada, Ohio 45810 Phone : 419-772-2145 Url : https://onu-csm.symplicity.com/ Email : career@onu.edu Anne Niese	N	0

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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
8	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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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	10/31/2022	Participation in Job Fairs	On October 31, 2022, our SEU participated in Oregon State University's 2022 College of Business Virtual Fall Career Fair. SEU participants, including our Market President and VP of Sales, spoke with attendees about broadcast employment opportunities at our SEU and answered questions about working in the broadcast industry.	2	Market President VP of Sales
2	5/27/2023	Provision of training to management	On May, 27, 2023, our SEU's Market President took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Market president
3	5/27/2023	Provision of training to management	On May 27, 2023, our SEU's Market President took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Market president
4	5/30/2023	Provision of training to management	On May 30, 2023, our SEU's Market President took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Market president