

WTCR-FM, WKEE-FM, WAMX(FM), WTCR(AM), WVHU(AM), WBVB(FM)¹
EEO PUBLIC FILE REPORT
June 1, 2014 – May 31, 2015

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 3-18	4

¹ On July 30, 2008, the assignment of WZZW(AM), Milton, WV (Fac. ID 506), WBKS(FM), Ironton, OH (Fac. ID 61686), and WIRO(AM), Ironton, OH (Fac. ID 61685) (the “Stations”) from Capstar TX Limited Partnership (“Capstar”) to Aloha Station Trust, LLC, as Trustee, was consummated (FCC File No. BALH-20070619ACD). Pursuant to the underlying trust agreement, the Stations continue to share employees with Capstar’s Huntington, WV Station Employment Unit.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Herald Dispatch Classified Department 946 Fifth Avenue Huntington, WV 25701 Phone: (304) 526-2711 Fax: (304) 526-2866	N	1
2	On-Air Announcements (<i>on one or more SEU stations</i>)	N	0
3	Website Posting (<i>on one or more SEU websites</i>)	N	0
4	Word-of-Mouth Referral	N	2
5	iHeartMediaCareers.com	N	0
6	Job Fairs (<i>see Section III</i>)	N	0
7	Internal Posting	N	0
8	African-American Media 2164 Wisconsin Avenue, NW Washington DC 20007 Phone: (202)-342-6661 Fax: (202)-342-6667	N	0
9	American Women in Radio and Television 1760 Old Meadow Road, Suite 500 McLean, VA 22102-4306 Phone: (703) 506-3290 Fax: (703) 506-3266	N	0
10	Asian American Journalists Association 1182 Market Street, Suite 320 San Francisco, CA 94102 Phone: (415) 346-2051 Fax: (415) 346-6343	N	0
11	Black Broadcasters Alliance 3474 William Penn Highway Pittsburg, PA 15235 Phone: (412) 829-9788 Fax: (412) 829-0313	N	0
12	The Association for Women in Communications, Inc. 780 Richie Highway, Suite 28-S Severna Park, MD 21146 Phone: (410) 544-7442 Fax: (410) 544-4640	N	0
13	MU Center for African American Students Marshall University Memorial Student Center 1W25 Memorial Student Center Huntington, WV 25701 Attn: Fran Jackson Phone: (304) 696-6705 Fax: (304) 696-3642	Y	0

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	Ashland Career Center 1844 Carter Avenue Ashland, KY 41101 Attn: Ms. Patty Brown / Roseann Sloas Fax: (606) 920-2024	N	0
15	WORKFORCE West Virginia Huntington Job Service 2699 Park Avenue Huntington, WV 25704	N	0
16	Marshall University Career Services One John Marshall Drive Huntington, WV 25701 Attn: Debby Stoler Phone: (304) 696-6679	N	0
17	Marshall University School of Journalism One John Marshall Drive Huntington, WV 25701 Phone: (304) 696-2273 Fax: (304) 696-2732	Y	0
18	Goodwill Industries P O Box 7365 Huntington, WV 25701 Attn: Karen Horner Phone: (304) 523-7461 Fax: (304) 523-4060	Y	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			3

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Training for Management-Level Personnel As To Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination	On May 31, 2015, our SEU's Market Manager completed two online training courses related to employment issues provided by the iHeartMedia human resources department. One course addressed sexual harassment, discussing how to avoid sexual harassment in the workplace and promote equal employment opportunities. The second course covered effective hiring strategies, which emphasized objectivity in the hiring process and highlighted the legal considerations throughout.
2	Mentoring program	In November and December 2015, our Senior Vice President/Regional Programmer provided dedicated mentoring to program directors for our FM stations, focusing on one each month to provide them with new challenges and increase their knowledge base. The Senior VP observed the PD's programming meetings to provide guidance, assisted with affiliate network/employee communications and provided additional training on increasing social media presence, legal/regulatory compliance and board op software.