

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM**EEO PUBLIC FILE REPORT****June 1, 2016 - May 31, 2017****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Media Sales	1-33, 35-37, 39-41, 43	14
Morning Show Producer	1-8, 10-13, 15-17, 19-23, 25-33, 35-37, 39-43	2
Account Executive Media Sales	1-13, 15-23, 25-37, 39-43	42
Account Executive Media Sales	1-8, 10-13, 15-17, 19-23, 25-33, 35-37, 39-43	42
Associate Account Executive Media Sales	1-13, 15-17, 19-23, 25-33, 35-43	42
Associate Account Executive Media Sales	1-13, 15-17, 19-23, 25-33, 35-43	9
Associate Account Executive Media Sales	1-13, 15-17, 19-23, 25-33, 35-43	38
Account Executive Media Sales	1, 3-8, 10-12, 14-17, 19-23, 25-26, 28- 33, 35-37, 39-41, 43	14
Account Executive Media Sales	1-8, 10-13, 15-26, 28-33, 35-37, 39-43	42

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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	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 : http://www.allaccess.com 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 : LSchwa8918@aol.com Fax : 1-212-571-0556 Career Services	Y	0
4	Ashland University 40 College Avenue Ashland, Ohio 44805 Phone : 419-289-5064 Url : www.ashland.edu/career 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 : www.bgsu.edu/offices/sa/career Heather Wilson Manual Posting	Y	0

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
7	Bryant & Stratton College 3121 Euclid Avenue Cleveland, Ohio 44115 Phone : 216-771-1700 Email : wjgholson@bryantstratton.edu W. Jan Gholson	Y	0
8	Cleveland State University 2121 Euclid Avenue RTW 280 Cleveland, Ohio 44115 Phone : 216-687-5534 Url : http://csucareerline.experience.com Email : careers@csuohio.edu Career Services	Y	0
9	Current Employee	N	3
10	Cuyahoga Community College 2415 Woodland Avenue Room 239 Cleveland, Ohio 44115 Phone : 216-987-4913 Url : www.keycareerplace.info Fax : 1-216-987-5577 Career Services	Y	0
11	DeVry University 6000 Lombardo Suite 200 Seven Hills, Ohio 44131 Phone : 216-520-7421 Email : CSlovinski@devry.edu C. Slovinski	N	0
12	Employment Connection/Ohio Means Jobs 11699 Brookpark Road Parma, Ohio 44130 Phone : 216-664-2905 Stephanie Rychel Manual Posting	Y	0
13	EntertainmentCareers.Net Ohio Url : www.entertainmentcareer.net n/a n/a Manual Posting	N	0
14	Former Employee	N	2

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
15	Hiram College P.O. Box 67 Hiram, Ohio 44234 Phone : 330-569-5131 Email : careercenter@hiram.edu Barbara Kundus	Y	0
16	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
17	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	3
18	Indeed.com	N	4
19	ITT Technical Institute 4700 Richmond Road Warrensville Hts, Ohio 44128 Phone : 216-896-6512 Email : ddalton@ITT-Tech.edu Debra Dalton	Y	0
20	John Carroll University 20700 North Park Blvd Cleveland, Ohio 44118 Phone : 216-397-4237 Url : www.jcu.edu/careercenter Career Services Manual Posting	Y	0
21	Kent State University P.O. Box 5190 Kent, Ohio 44242 Phone : 330-672-2360 Career Services Manual Posting	Y	0

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
22	Lake Erie College 391 W. Washington St Painesville, Ohio 44077 Phone : 440-375-7507 Url : https://lec-csm.symplicity.com Career Services Manual Posting	Y	0
23	Lakeland Community College 7700 Clocktower Drive Kirtland, Ohio 44094 Phone : 440-525-7222 Url : www.careers.lakelandcc.edu Career Services Manual Posting	Y	0
24	Linked In	N	2
25	Lorain County Community College 1005 Abbe Road Elyria, Ohio 44094 Phone : 440-366-7663 Url : https://loraincsm.symplicity.com Marc Pelsey Manual Posting	Y	0
26	Marietta College 215 Fifth Street Marietta, Ohio 45750 Phone : 740-376-4645 Url : www.collegecentral.com/marietta Natalie Wood Manual Posting	Y	0
27	Mentor Plains United Methodist Church 7271 Lakeshore Blvd. Mentor, Ohio Phone : na Email : mentorplains@sbcglobal.net Maureen Bauer Prong 2 Ended Date: 10/19/2016	N	0

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
28	National Assoc of Hispanic Journalists 1193 National Press Bldg Washington, District of Columbia 20045-2100 Url : http://www.nahj.org/ Email : nahj@nahj.org Career Services	N	0
29	Notre Dame College 4545 College Road Cleveland, Ohio 44121 Phone : 216-373-5290 Url : https://notredamecollege-csm.symplicity.com Career Services Manual Posting	Y	0
30	Oberlin College 155 N. Professor Street Oberlin, Ohio 44074 Phone : 440-775-8104 Email : career.services@oberlin.edu Career Services	Y	0
31	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
32	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Cleveland, Ohio 44125 Phone : 216-503-5900 Email : dclark@beonair.com Dee Clark	Y	0
33	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
34	Other Source	N	1

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
35	Radio 1 Broadcast School 700 3rd Street N. LL-7 LaCrosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschlerr	Y	0
36	Radio station websites 6200 Oaktree Blvd. 4th floor Indence, Ohio 44131 Phone : 216-986-8813 Andrea Castillo Manual Posting	N	0
37	Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : KBurns@specsHoward.edu Kristen Burns	Y	0
38	Station On-Air Advertisement	N	1
39	Urban League of Greater Cleveland 1255 Euclid Avenue Suite 205 Cleveland, Ohio 44115 Phone : 216-622-0999 Cordell Stokes Manual Posting	N	0
40	Ursuline College 2550 Lander Road Pepper Pike, Ohio 44124 Phone : 440-646-8324 Gerry Sullivan Manual Posting	Y	0
41	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
42	Word of Mouth Referral	N	7

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
43	Youngstown State University 1 University Plaza Youngstown, Ohio 44555 Phone : 330-941-3515 Url : www.ysu.edu/career-services Career Services Manual Posting	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			25

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/29/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour of our stations and facility to Cuyahoga Community College Mass Communication students. Careers in the media industry were discussed and broadcasting questions were answered by our News Anchor. iHeartMedia info was distributed.	1	WTAM News Anchor
2	6/29/2016	Participation in scholarship programs	Our SEU participated in the 2016 OAB Scholarship Program selection process. The OAB awarded several scholarships to qualified high school students. Station participants included our SEU's Region President, who reviewed and graded all applications.	1	Region President
3	9/6/2016	Participation in events or programs sponsored by educational institutions	Our SEU's Region President, Operations Manager, AE, Digital Manager, On-Air Personality all met with recent college graduates and TrustNavigator for a 2-hour session here at our stations regarding media broadcasting careers.	5	Region President Operations Manager Digital Manager On-air Personality
4	9/21/2016	Participation in events or programs sponsored by educational institutions	Our SEU's on-air personality spoke to Mentor High School seniors and their parents on how to choose the right college and career and applying for scholarships.	1	On-Air Personality
5	9/23/2016	Participation in events or programs sponsored by educational institutions	Our SEU's on-air personality spoke to St. Martin DePorres High School seniors and their parents on choosing the right college and career and applying for scholarships.	1	On-Air Personality
6	10/4/2016	Participation in events or programs sponsored by educational institutions	Our SEU's on-air personality gave a seminar at Orange High School to seniors and their parents on choosing the right college, applying for scholarships.	1	On-Air Personality
7	10/27/2016	Participation in events or programs sponsored by educational institutions	Our SEU's traffic anchor gave a tour of our facility to Cuyahoga Falls High School Intro to Broadcasting class.	1	Traffic Anchor
8	10/27/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour of our stations and facility to Cuyahoga Community College Mass Communication students. Careers in the media industry were discussed and broadcasting questions were answered by our News Anchor. iHeartMedia info was distributed.	1	WTAM News Anchor

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	11/2/2016	Participation in events or programs sponsored by educational institutions	Our SEU's Region President spoke at a Kent State University Communications class on programming, ratings, careers, etc. iHeartMedia info was distributed to the class.	1	Region President
10	11/10/2016	Participation in events or programs sponsored by educational institutions	Our SEU's on-air personality and news anchor spent time with a Cuyahoga Community College mass communications student answering questions on radio careers for a paper.	2	On-Air Personality WTAM News Anchor
11	11/28/2016	Participation in events or programs sponsored by educational institutions	Our SEU's Digital Sales Manager spoke to the communications class at John Carroll University on the digital side of radio and broadcasting career opportunities. iHeartMedia info was distributed to the class.	1	Digital Sales Manager
12	12/13/2016	Participation in Job Fairs	Our SEU participated in the 2016 Cavs Job Fair held on 12/13/16 at the Quicken Loans Arena. Our two Account Executives spoke to many interested in broadcasting careers. iHeartMedia info was handed out.	2	AE AE
13	3/1/2017	Participation in Job Fairs	Our SEU participated in the Kent State University Job Fair on 3/1/17. Our GSM met with many students interested in a broadcasting career. iHeartMedia info was handed out.	1	General Sales Manager
14	3/10/2017	Participation in Job Fairs	Our SEU's promotions assistants attended the Ohio Media School Job Fair on 3/10/17. They met with many students interested in a broadcasting career. iHeartMedia info was handed out.	1	Promotions Assistant Promotions Assistant
15	3/15/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted a tour of our stations and facility to Cuyahoga Community College Mass Communication students. Careers in the media industry were discussed and broadcasting questions were answered by our News Anchor. He explained how iHM is striving to thrive in era of digital broadcasts and podcasting. iHeartMedia info was distributed.	1	WTAM News Anchor

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	3/15/2017	Participation in events or programs sponsored by educational institutions	Our SEU's on-air personality was the guest speaker at the OACAC Geauga County College Fair for high school seniors interested in a broadcasting career.	1	On-Air Personality
17	3/17/2017	Participation in events or programs sponsored by educational institutions	Our SEU's Assistant News Director hosted a Cleveland State University communications student. This student shadowed him in our newsroom.	1	Asst News Director
18	3/24/2017	Participation in events or programs sponsored by educational institutions	Our SEU's on-air personality spoke to the Cleveland Sports History class at Cuyahoga Community College. Students were interested in a sports broadcasting career.	1	On-Air Personality
19	4/19/2017	Participation in events or programs sponsored by educational institutions	Our SEU's traffic anchor gave a tour of our facility & studios to a group of Cuyahoga Falls High School seniors interested in a media career. iHeartMedia info was distributed.	1	Traffic Anchor
20	5/8/2017	Participation in events or programs sponsored by educational institutions	Our SEU's news anchor hosted a Lawrence High School senior interested in a broadcasting career. This student shadowed him in our newsroom as his Senior Project.	1	WTAM News Anchor
21	5/8/2017	Participation in events or programs sponsored by educational institutions	Our SEU's on-air personality hosted a Lawrence High School senior interested in a broadcasting career. This student shadowed him in our studios as his Senior Project.	1	On-Air Personality
22	5/9/2017	Participation in events or programs sponsored by educational institutions	Our SEU's GSM hosted a Shaker Heights High School senior. She shadowed her in the sales department as her Senior Project.	1	GSM