

**WHBC(AM) and WHBC-FM
EEO PUBLIC FILE REPORT
June 1, 2019 – May 31, 2020**

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	1-14, 17-21	17
Account Executive	1-14, 17-21	19
Account Executive	1-14, 17-22	22
News Reporter	1-14, 17, 19-21	17
Account Executive	17*	17
Local Morning Show Producer	1-14, 17, 19-21	17
OnAir Personality	1-14, 17, 19-21	19

* *Exigent Circumstances*

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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	The Repository Linda Beasley 500 Market Avenue South Canton, Ohio 44702 330.580.8400	NO	0
2	Monster.com Linda Beasley 500 Market Avenue N Canton, Ohio 44702 330.580.8400	NO	0
3	Canton Regional Chamber of Commerce Joy Walko Jow@leadershipstarkcounty.org 222 Market Avenue N, Canton, Ohio 44702 330.456.7253	NO	0
4	North Canton Chamber of Commerce Doug Lane dlane@northcantonchamber.org 121 Main Street, North Canton, OH 44720 330.499.5100	NO	0
5	Ohio Association of Broadcasters 17 S. High Street, #1010 Columbus, Ohio 43215 www.oab.org/	NO	0
6	Stark State College 6200 Frank Avenue NW North Canton, Ohio 44720 330.966.5459 careerservices@stark state.edu/collegecentral.com	NO	0
7	Walsh University Abby Poeski 330.490.7604 2020 E. Maple Street North Canton, Ohio 44720 330.490.7090, ext. 4974 www.walsh.edu/careercenter@walsh.edu	NO	0
8	Canton's Woman's Club Holly Smith 822 Market Avenue N Canton, Ohio 44720 330.453.4802 www.cantonswomansclub.net/	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Massillon Chamber of Commerce Ted Herncane 137 Lincoln Way E. Massillon, Ohio 44646 330.833.3146 www.massillonohchamber.com/	NO	0
10	Jobs for Ohio's Graduates 55 East Cuyahoga Falls Avenue Akron, Ohio 44310 Phone: 330.374.9445 Tajaha Laflore TLAFlore@jogworks.org	NO	0
11	Stark County District Library Shana Springer 715 Market Avenue N. Canton, Ohio 44702 330.458.2701 www.starklibrary.org	NO	0
12	Malone University 2600 Cleveland Avenue NW Canton, Ohio 44709 1.800.521.1146 Attn: Jen Vennest	NO	0
13	Ohio Means Jobs Harry Berry 822 30th Street NW Canton, Ohio 44709 330.433.9675	NO	0
14	Workforce Initiative Association (connected w/Ohio Means Jobs) Robin Hartline 822 30th Street NW Canton, Ohio 44709 Career Services 330.491.2613	NO	0
15	All Access www.allaccess.com	NO	3
16	Inside Radio www.insideradio.com/jobs/	NO	0
17	Word-of-Mouth Referral	NO	7
18	On-Air Announcements (<i>one or more SEU stations</i>)	NO	0
19	Indeed.com www.indeed.com	NO	6
20	Alpha Media Careers Website www.alphamediausa.com/careers	NO	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	NAACP Deborah Shamlin starkcountynaacp@gmail.com	NO	0
22	Unknown (<i>source not adequately identified upon SEU inquiry</i>)	NO	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			23

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Management-level training addressing equal employment opportunity and preventing discrimination	On various dates in August-September, 2019, our Content Directors as well as Chief Engineer, Business Manager and Market Manager participated in a ThinkHR training program provided by Alpha Media entitled, “Bullying and Violence in the Workplace.”
2	Management-level training addressing equal employment opportunity and preventing discrimination	On various dates in August-September, 2019, our Content Directors as well as Chief Engineer, Business Manager and Market Manager participated in a ThinkHR training program provided by Alpha Media entitled, “Workplace Harassment Prevention for Managers.”
3	Management-level training addressing equal employment opportunity and preventing discrimination	On October 9, 2019, our Business Manager took part in a training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media,” presented by Alpha Media’s communications counsel, Wiley Rein LLP.
4	Internship program	During the 2019 Summer semester, our SEU hosted a student from Kent State University for an internship. The intern, through the Program Director, learned about the various aspects of on-air sports broadcasting, engaging the listeners and programming. Through the Promotions Director, the intern learned about SEU promotions via live events, remotes, marketing our label and working with web design on the SEU websites.
5	Internship program	During the 2020 Winter semester, our SEU a student from Akron University for an internship. The intern learned about programming, including how to create shows, conduct research, and engage listeners. The intern also learned about all aspects of our Promotions Department, including organizing events in our market. The intern was supervised by our Promotions Director.
6	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On June 17, 2019, an on-air talent spoke to a group of students at Firestone High School, Akron, OH. The personality spoke to the Visual and Performing Arts Program seniors about career opportunities in media.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
7	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 22,2019, an on-air talent spoke to a group of students at Firestone High School, Akron, OH. The personality spoke to the Visual and Performing Arts Program seniors about career opportunities in media
8	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 25, 2019, an on-air talent spoke to a group of students at Cleveland John Adams High School, Cleveland, OH. The personality spoke to the students on various aspects of a broadcasting career and the many employment opportunities that the students can pursue.
9	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 26, 2020, our Promotions Director hosted 12 students, with a concentration in Communications, from Walsh University in North Canton for a station tour. They spent an hour touring our AM/FM studios and newsroom, discussing job descriptions, educational requirements and training processes. There was also a short history lesson on the longevity of the WHBC stations.
10	Host event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On November 14, 2019, our Promotions Director hosted 10 Boy Scouts for a station tour. They spent an hour touring our AM/FM studios and newsroom, discussing job descriptions, educational requirements and training processes. They were instructed on how technology is being utilized in our business. There was also a short history lesson on the longevity of the WHBC stations