

**WHBC, WHBC-FM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2012 - May 31, 2013**

**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 for Radio Sales	16-17, 24, 41	16
Radio Advertising Sales	1-9, 12-15, 18-23, 25, 27-33, 36-38, 40	14
Radio Advertising Sales	1-9, 12-15, 18-23, 25, 27-33, 36-38, 40	12
Radio News Anchor/Reporter	17-18, 44	17
Radio Programing FM	34	34
Interactive Web Creation NM 360	2-11, 15-16, 19-20, 26-33, 35-40, 42- 43, 45-50	11

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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	ALL ACCESS 28955 PACIFIC COAST HIGHWAY SUITE 210 MALIBU, California 90265 Phone : 310-457-6616 Career Service Manual Posting	N	0
2	ASHLAND UNIVERSITY / DIR. OF CAREER DEVELOPMENT 306 Funders Hall Ashland, Ohio 44805 Phone : 419-289-5064 Fax : 1-419-289-5333 Career Service	N	0
3	ASHLAND UNIVERSITY / PROGRAM CENTER IN STARK COUNTY 2550 University Drive SE Massillon, Ohio 44646 Fax : 1-330-837-5279 Career Service	N	0
4	BOWLING GREEN ST. UNIV. DIR. OF STUDENT PLACEMENT 360 Student Service Bldg. Bowling Green, Ohio 43403 Email : jvanlie@bgsu.edu Fax : 1-419-372-9847 Juanita Van Liere	N	0
5	CBA SATELLITE CAREER CENTER / UNIVERSITY OF AKRON 302 E. Buchtel Mall Akron, Ohio 44325 Email : career@uakron.edu Career Service	N	0
6	CITY OF MASSILLON / EEO OFFICE Huntington Bk. Bldg. 153 Lincolnway East Massillon, Ohio 44646 Career Service Manual Posting	N	0
7	CLEVELAND STATE UNIVERSITY / CAREER SERVS. OFFICE 2344 Euclid Ave. Euclid Bldg. Cleveland, Ohio 44115 Email : careers@csuohio.edu Career Service	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	COLLEGE OF WOOSTER CAREER SERVICES 1189 Bell Ave. Wooster, Ohio 44691 Email : careers@wooster.edu Career Service	N	0
9	COMMUNITY PARTNERSHIP 111 E. Glenwood Ave. Akron, Ohio 44304 Career Service Manual Posting	N	0
10	Corporate Office	N	2
11	Current Employee	N	2
12	Employee Referral	N	3
13	GOODWILL INDUSTRIES 408 - 9TH St. SW Canton, Ohio 44707 Email : girc@goodwillgoodskills.org Career Service	N	0
14	Indeed.com	N	5
15	INSIDE RADIO PO BOX 567925 ATLANTA, Georgia 31156 Phone : 800-248-4242 Career Service Manual Posting	N	0
16	Internet Ad	N	2
17	Job posting on internet	N	4
18	JOURNALISM JOBS 72 PLAZA Dr. 2 nd FLOOR BERKELEY, California 94705 Phone : 510-653-1521 Career Service Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	KENT STATE UNIVERSITY / DIR. OF CAREER DEVELOPMENT Stark Campus 6000 Frank Ave. NW North Canton, Ohio 44720 Phone : 330-672-2444 Email : cscjobs@kent.edu Fax : 1-330-672-2499 chris Paveioi	N	0
20	KENT STATE UNIVERSITY / DIR. OF STUDENT PLACEMENT Salem Campus 2491 St. Rte. 45 South Salem, Ohio 44460 Career Service Manual Posting	N	0
21	KENT STATE UNIVERSITY / RECRUITING COORDINATOR 500 East Main St. Kent, Ohio 44242 Phone : 330-672-2444 Email : cscjobs@kent.edu Fax : 1-330-672-2499 Robin Pijor	N	0
22	LIFE SKILLS CENTER 1100 Cleveland Ave. NW Canton, Ohio 44703 Email : carolyn.carroll@wediducan.com Carolyn Carrol	N	0
23	Linked In	N	2
24	Local Newspaper	N	4
25	MALONE UNIVERSITY / CAREER SERVICES 515-25th St. NW Canton, Ohio 44708 Phone : 330-471-8321 Email : cwinney@malone.edu Fax : 1-330-489-0800 Colleen Whinney	N	0
26	NEXTMEDIA 6312 S. Fiddler's Green Circle Suite 205 E Greenwood Village, Colorado 80111 Phone : 330-456-7166 Adam Miller Manual Posting	N	0

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27	OHIO DEPT. JOB & FAMILY SERVICES The Job Center 1040 East Tallmadge Ave. Akron, Ohio 44310 Phone : 330-630-4606 Email : haasj@odjfs.state.oh.us Jason Haas	N	0
28	OHIO DEPT. JOB & FAMILY SERVICES 221 - 3rd Street, SE Canton, Ohio 44702 Phone : 330-451-8482 Email : cookp04@odjfs.state.oh.us Penny K Cook	N	0
29	OHIO EDUCATION ASSOCIATION 40612 Bradley Circle, NW Canton, Ohio 44718 Email : ecoea@sbcglobal.net Career Service	N	0
30	OHIO ILLINOIS CTRS. OF BROADCASTING Nat'l Dir. of Placement 9885 Rockside Rd. Ste. 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : gjames@beonair.com Gary James	N	0
31	OHIO STATE UNIVERSITY / CAREER PLACEMENT OFFICE Brown Hall 143 North Oval Mall Columbus, Ohio 43210 Career Service Manual Posting	N	0
32	OHIO UNIVERSITY / DIRECTOR OF CAREER DEVELOPMENT 1 Baker University Center Rm. 533 Athens, Ohio 45701 Phone : 740-593-2909 Email : leec@ohio.edu Christie Lee	N	0
33	OHIO ASSOCIATION OF BROADCASTERS 17 SOUTH HIGH STREET SUITE 1010 COLUMBUS, Ohio Phone : 614-228-4052 Career Service Manual Posting	N	0

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34	Recruiter Larry Gawthrop	N	1
35	STARK COUNTY EEO 201 - 3RD St. NE Ste. 201 Canton, Ohio 44702 Career Service Manual Posting	N	0
36	STARK COUNTY URBAN LEAGUE / EMPLOYMENT SPECIALIST 1400 Sherrick Rd. SE. Canton, Ohio 44707 Career Service Manual Posting	N	0
37	STARK STATE COLLEGE OF INTERNSHIP & PLACEMENT 6200 Frank Ave. NW North Canton, Ohio 44720 Phone : 330-966-5459 Email : teynon@starkstate.edu Tam Eynon	N	0
38	STARK STATE COLLEGE OF TECHNOLOGY Rm. C100Z 6200 Frank Ave. NW North Canton, Ohio 44720 Phone : 330-494-6170 Email : pmeeks@starkstate.edu Patty Meeks	N	0
39	Station Website	N	1
40	SUMMIT CITY DEPT. HUMAN SERVS. / JOB'S PROGRAM Bldg. #1 - 47 N. Main St. Akron, Ohio 44308 Phone : 330-643-7811 Career Service Manual Posting	N	0
41	THE CANTON REPOSITORY/ MONSTER.COM 500 MARKET AVE S CANTON, Ohio 44702 Phone : 330-580-8300 Career Service Manual Posting	N	0

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42	THE JOB CENTER / EMPLOYMENT RESOURCE CENTER 1040 E. Tallmadge Ave. Akron, Ohio 44310 Phone : 330-630-1050 Carol Howlett Manual Posting	N	0
43	THE UNIVERSITY OF AKRON / HUMAN RESOURCES Administrative Servs. Bldg. (ASB) 185 East Mill St. Akron, Ohio 44325 Phone : 330-972-6583 Email : eaglewo@uakron.edu Career Service	N	0
44	Trade Website	N	3
45	UNIVERSITY of MOUNT UNION of STUDENT SUCCESS CENTER 1972 Clark Ave. Alliance, Ohio 44601 Phone : 330-823-2139 Email : doakrs@mountunion.edu Becky Doak	N	0
46	WALSH UNIVERSITY / DIR. OF CAREER Dev. 2020 Easton St. NW North Canton, Ohio 44720 Phone : 330-490-7320 Shaanette Fowler Manual Posting	N	0
47	WALSH UNIVERSITY / WOMEN'S COMMITTEE 2020 Easton St. NW North Canton, Ohio 44720 Dan Gravo Manual Posting	N	0
48	WHBC WEB SITE 550 MARKET AVE SOUTH Canton, Ohio 44702 Phone : 330-456-7166 Career Service Manual Posting	N	0

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49	WOMEN IN COMMUNICATIONS / PERSONNEL Dept. 100 Executive Parkway Hudson, Ohio 44236 Phone : 216-556-4890 Career Service Manual Posting	N	0
50	WORKFORCE INITIATIVE ASSOCIATION The Employment Source 822 -30th St. NW Canton, Ohio 44709 Phone : 330-491-2645 Email : jbreedlove@eswork.com Jo Ann Breedlove	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>29</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	Points
1	6/4/2012	Establishment of an intern program designed to assist members of the community	Interns day to day workings of AM station News Talk & FM music station. Participates in special events ,remotes ,sporting events, engineering, clerical .	3	Intern Intern Intern	1.00
2	6/18/2012	Participation in events or programs sponsored by educational institutions	History Of WHBC PlainTownship Historical Society	1	Engineer	0.25
3	10/19/2012	Establishment of an intern program designed to assist members of the community	Interns day to day activities AM News Talk & FM music station Participates in special, event,remotes sporting events engineering ,	1	Intern	1.00
4	11/7/2012	Participation in Job Fairs	Asland University Career Job Fair 11/7/12 @ John C Myers Convocation Center attended Adam Miller Sales Manager	1	Sales Manager	0.25
5	12/17/2012	Establishment of training programs for station personnel	Downsizing payroll dept @ corp. Ceridian training web based training Dec 2012	1	Business Manager	1.00
6	1/3/2013	Establishment of training programs for station personnel	Ceridian HR /PAYROLL Training station business managers for payroll duties . Due to Nextmedia Corp. downsizing payroll dept duties transfered to individual stations.	1	Business Manager	1.00
7	1/15/2013	Establishment of an intern program designed to assist members of the community	Intern Promotions & special events , clerical Tues & Thurs	1	Intern	1.00
8	2/5/2013	Establishment of training programs for station personnel	Corp Payroll Dept was downsized to 1 person 12/31/12. On 1/15/13 down to no payroll dept. Orchestrator is a company that corp is going to for HR & Payroll . Transfer from Ceridian to Orchestrator is 4/1/13. Demo training started Jan 2013 Blue Ocean 2/5/13 & Web training March 2013	1	Business Manager	1.00
9	5/13/2013	Establishment of an intern program designed to assist members of the community	Zachary Lyons intern 5/13/13-8/10/13 Cedarville University radio production	4	Continuity / production Engineer AM program director Fm program director	1.00

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10	5/13/2013	Participation in events sponsored by community groups	Our SEU conducts facility tours multiple times each year in order to acquaint people with our operations& expose them to career opportunities in broadcasting Boy Scout group hosted by chief engineer	1	Engineer	0.25
11	5/15/2013	Establishment of an intern program designed to assist members of the community	Cathy Huthmacher Media Broadcast engineering career Hoover High School	4	Engineer on air talk host AM station assist engineer on air host FM station	1.00
12	5/17/2013	Participation in Job Fairs	Massillon Veteran's Job Fair 5/22/13 10:00AM-2:00PM Massillon Recreation Center 505 North Erie ST Massillon Veterans bring DD214 & Photo ID	1	Sales Manager	0.25
13	5/17/2013	Participation in events or programs sponsored by educational institutions	Job Shadow students interested in media Broadcasting / Engineering	1	Engineer	0.25
14	5/22/2013	Participation in Job Fairs	Veterans Job Fair Massillon Ohio 5/22/13	1	Sales Manager	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>9.50</b>