

WHBC AM, WHBC-FM
EEO PUBLIC FILE REPORT
June 1, 2014 - May 31, 2015

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	1-9, 11-33	5
Sports Director	10	10

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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 : careerservices@bgsu.edu Fax : 1-419-372-9847 Juanita Van Liere	N	0
5	Call In Adam Miller	N	1
6	CBA SATELLITE CAREER CENTER / UNIVERSITY OF AKRON 302 E. Buchtel Mall Akron, Ohio 44325 Email : career@uakron.edu Career Service	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 : career@wooster.edu Career Service	N	0
9	COMMUNITY PARTNERSHIP 111 E. Glenwood Ave. Akron, Ohio 44304 Career Service Manual Posting	N	0
10	Exigent Circumstances	N	1
11	INSIDE RADIO PO BOX 567925 ATLANTA, Georgia 31156 Phone : 800-248-4242 Career Service Manual Posting	N	0
12	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
13	KENT STATE UNIVERSITY / DIR. OF STUDENT PLACEMENT Salem Campus 2491 St. Rte. 45 South Salem, Ohio 44460 Career Service Manual Posting	N	0
14	MALONE UNIVERSITY / CAREER SERVICES 515-25th St. NW Canton, Ohio 44708 Phone : 330-471-8321 Email : jvannest@malone.edu Jennifer Vannest	N	0

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15	OHIO CTRS. OF BROADCASTING Nat'l Dir. of Placement 9885 Rockside Rd. Ste. 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : Jhardy@beonair.com J Hardy	N	0
16	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
17	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
18	OHIO EDUCATION ASSOCIATION 40612 Bradley Circle, NW Canton, Ohio 44718 Email : ecoea@sbcglobal.net Career Service	N	0
19	OHIO STATE UNIVERSITY / CAREER PLACEMENT OFFICE Brown Hall 143 North Oval Mall Columbus, Ohio 43210 Career Service Manual Posting	N	0
20	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
21	OHIOASSOCIATION OF BROADCASTERS 17 SOUTH HIGH STREET SUITE 1010 COLUMBUS, Ohio Phone : 614-228-4052 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
22	On Air Recruitment Ad Adam Miller	N	1
23	STARK COUNTY EEO 201 - 3RD St. NE Ste. 201 Canton, Ohio 44702 Career Service Manual Posting	N	0
24	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
25	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
26	THE JOB CENTER / EMPLOYMENT RESOURCE CENTER 1040 E. Tallmadge Ave. Akron, Ohio 44310 Phone : 330-630-1050 Carol Howlett Manual Posting	N	0
27	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
28	THE UNIVERSITY OF AKRON / MULTICULTURAL Dev. Buckingham Ctr. for Continuing Education 220 Wolf Ledges Parkway Akron, Ohio 44325 Phone : 330-972-8289 Email : fn@uakron.edu Fedearia Nicholson	N	0

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29	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
30	WALSH UNIVERSITY / DIR. OF CAREER Dev. 2020 Easton St. NW North Canton, Ohio 44720 Phone : 330-490-7320 Shaanette Fowler Manual Posting	N	0
31	WHBC Radio AM 1480 & FM 94.1 550 Market Ave S Canton , Ohio 44702 Phone : 330-471-1892 Diana Smith Manual Posting	N	0
32	WHBC WEB SITE 550 MARKET AVE SOUTH Canton, Ohio 44702 Phone : 330-456-7166 Career Service Manual Posting	N	0
33	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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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	6/1/2014	Establishment of a mentoring program	Continuing to mentoring & groom assistant engineer to a career in broadcasting & IT in the field of radio	1	Engineer
2	6/19/2014	Participation in events or programs sponsored by educational institutions	Engineer attended & spoke @ scout camp on a career in radio broadcasting	1	Engineer
3	6/26/2014	Participation in events or programs sponsored by educational institutions	Engineer spoke @ Scout camp on careers in radio broadcasting	1	Engineer
4	7/3/2014	Participation in events or programs sponsored by educational institutions	Engineer spoke @ scout summer camp to a small group studying radio .	1	Engineer
5	7/10/2014	Participation in events or programs sponsored by educational institutions	Engineer spoke @ Scout summer camp to a small group studying radio	1	Engineer
6	7/17/2014	Participation in events or programs sponsored by educational institutions	Boy Scout career day @ camp attended WHBC engineer	1	Engineer
7	7/24/2014	Participation in events or programs sponsored by educational institutions	Station Engineer spoke @ Boy Scout career day , TO a group studying radio	1	Engineer
8	7/27/2014	Establishment of a mentoring program	Traffic dept. mentoring Production / Continuity to learn how & why Network connect & Marketron provide added knowledge needed to up grade radio network services	2	Traffic Manager Continuity director
9	7/31/2014	Participation in events or programs sponsored by educational institutions	Station engineer spoke to a small group of Boy Scouts studying radio & careers in radio	1	Engineer
10	9/1/2014	Establishment of an intern program designed to assist members of the community	Interns @ WHBC worked Marketing, On air Morning shows , Sport shows , events, production , news .5	5	Promotion manager AM & News Director AM FM operations News
11	11/3/2014	Participation in other activities designed by the station employment unit	Announcements of employment & application procedures are broadcast on all SEC stations as needed . Announcements posted on station & Digits corp. web sites	2	Sales Manager General Manager

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12	12/2/2014	Participation in events or programs sponsored by educational institutions	12/2/2014 station tour & broadcasting discussions of occupations in field of radio	3	Engineer AM & FM director AM Sports
13	1/4/2015	Participation in scholarship programs	OAB manages four scholarship programs 1. For students pursuing a broadcast career at an Ohio college or University.2 for children of OAB member stations employee 3. students pursuing a broadcast career at an Ohio community college.4 for executive development of member stations management employees The SEU is a supporting member in good standings of the OAB	1	
14	3/3/2015	Establishment of training programs for station personnel	Promo Suite program training for on air & any station employee that deals with prizes given to listeners. Training was on line to cover procedures & how documentation can stream line the process.	15	Promotion manager Manager of Listners / prizes AM 1480 Prg director AM & FM Operations Manager
15	4/1/2015	Establishment of a mentoring program	Traffic dept . mentoring production to cross train on log prep & download. Instructing & following daily operating procedures	2	Traffic Manager Continuity director
16	5/7/2015	Co Sponsoring Job Fair	Massillon Job Fair May 7 2015 co sponsor with Ohio Means Jobs @ Massillon Recreation Center 505 Erie ST North	1	Sales Manager