

WAKZ, WBBG, WKBN, WMXY, WNCD, WNIO
EEO PUBLIC FILE REPORT
June 1, 2016 - May 31, 2017

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
Traffic / Continuity Manager	7-8, 10, 14, 16, 18, 20, 23-24	10
Account Executive	5, 8-9, 12, 14-16, 18, 20, 22-24	15
Account Executive	1, 7-8, 14, 16-18, 20, 23-24	17
Account Executive	6, 8, 11, 13-14, 16, 18, 20, 23-24	6
Producer	2, 4, 8, 14, 16, 18, 23-24	4
Program Director	1, 3, 6, 8, 13, 16, 18-19, 21	6

WAKZ, WBBG, WKBN, WMXY, WNCD, WNIO

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	Career Fair (See Section III) 7461 South Avenue Youngtown, Ohio Phone : 330-729-2503 Marion Sweely Manual Posting	N	0
2	Careerbuilder.com (source not directly contacted by SEU) 7461 South Avenue Youngstown, Ohio Marion Sweely Manual Posting	N	0
3	Current Employee	N	3
4	Current Employee/Internal Promotion	N	1
5	Drop In	N	1
6	Employee Referral	N	4
7	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
8	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	0
9	Indeed.com	N	1
10	Indeed.com - Not Directly Contacted by SEU	N	1
11	International College of Broadcasting 6 South Smithville Rd Dayton Dayton, Ohio 45431 Phone : 937-258-8251 Email : zenaicb@aol.com Fax : 937-258-8714 Gail Basine	N	0
12	Internet Ad	N	1
13	Job Board	N	2

WAKZ, WBBG, WKBN, WMXY, WNCD, WNIO**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
14	Kent State University 261 Michael Swartz Ctr Kent, Ohio 44242 Phone : 330-672-2360 Email : rpijor@kent.edu Robin Pijor	N	0
15	Linked In	N	1
16	Ohio Center for Broadcasting Cleveland Campus 9885 Rockside Road, Suite 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
17	On Air Recruitment Ad	N	1
18	On-Air announcements 7461 South Avenue Youngstown, Ohio Phone : 330-729-2503 Email : marionsweely@iheartmedia.com Fax : 1-330-965-8277 Marion Sweely	N	1
19	Other Source	N	1
20	Penn State University 147 Shenango Avenue Sharon, Pennsylvania 16146 Email : interviewing@psu.edu Career Services	N	0
21	Recruiter	N	1
22	Thiel College 75 College Ave. Greenville, Pennsylvania 16125 Phone : 724-589-2014 Joanne Schell Manual Posting	N	0
23	Westminster College Career Placement Dept New Wilmington, Pennsylvania 16175 Phone : 724-946-7339 Email : houghja@westminster.edu Jennifer Hough	N	0

WAKZ, WBBG, WKBN, WMXY, WNCD, WNIO**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
24	Youngstown State University 1 University Plaza Youngstown, Ohio 44555 Phone : 330-742-3515 Email : careerservices@ysu.edu Kris Gregory	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

WAKZ, WBBG, WKBN, WMXY, WNCD, WNIO

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	10/6/2016	Participation in events or programs sponsored by educational institutions	On Thursday, October 6, 2016 iHeartMedia Youngstown played host to Courtney Haney and her friends Madison and MacKenzie Woody from the Interactive Media Program at Columbiana County Career & Technical Center for a job shadowing opportunity	6	Digital Content Mgr Program Director Digital coordinator Finance Manager
2	10/19/2016	Participation in Job Fairs	On October 19, 2016, our SEU participated in the Youngstown State University Career Fair. SEU participants, including our Sales Manager and Digital Content Director, spoke with attendees about job opportunities in the broadcasting industry. Resumes were collected.	3	Sales Manager Digital Content Director Digital Sales Coordinator
3	11/16/2016	Provision of training to management	On November 16, 2016, our station Finance Manager attended OAB's annual employment law update webinar, presented by Kelly Jennings Yeoman, a partner at the OAB's law firm of Vorys, Sater, Seymour and Pease, LLP.	1	Finance Manager
4	2/14/2017	Participation in Job Fairs	On February 14, 2017, our SEU participated in the Youngstown State University Career Fair. Station participants, including our Digital Content Director and Digital Sales Coordinator, spoke with attendees about job opportunities in the broadcasting industry. Resumes were collected.	2	Digital Content Director Digital Sales Coordinator
5	4/27/2017	Participation in Job Fairs	On April 27, 2017, our SEU participated in the Kent State University, Trumbull campus Career Fair. Station participants included our Digital Content Director who spoke with attendees about job opportunities in the broadcasting industry. Resumes were collected.	1	Digital Content Director