

WCKY-FM, WCWA, WIOT, WRVF, WSPD, WVKS**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	1-30	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	Career Center Owens Comm College 30335 Oregon Rd Toledo, Ohio 43699 Phone : 419-661-7000 Career Services Manual Posting	N	0
2	Catholic Diocese of Toledo Spanish Speaking 1933 Speilbush Ave Toledo, Ohio 43624 Phone : 419-244-6711 Career Services Manual Posting	N	0
3	Center for Women Univ of Toledo 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-8570 Career Services Manual Posting	N	0
4	Com Tech UT Placement Serv 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-5400 Career Services Manual Posting	N	0
5	Contract Compliance One Government Ctr Sutie 1900 Toledo, Ohio 43606 Perlean Griffin Manual Posting	N	0
6	Counseling & Career Dev 318 C Math/Sciences Bldg Bowling Green St Univ Bowling Green, Ohio 43403 Phone : 419-372-2356 Career Services Manual Posting	N	0
7	Davis College 4747 Monroe St Toledo, Ohio 43613 Phone : 419-473-2700 Career Services Manual Posting	N	0

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8	DirectEmployers Association, Inc. (<i>association distributing job postings to state and/or local job banks</i>) 7602 Woodland Drive, Suite 200 Indianapolis, Indiana 46278 Career Services Manual Posting	N	0
9	Human Resources Dept City of Toledo One Government Ctr Toledo, Ohio 43604 Phone : 419-245-1500 Career Services Manual Posting	N	0
10	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
11	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	1
12	Indeed.com - Not Directly Contacted by SEU	N	1
13	Job Training Center 3210 Monroe St PO Box 1007 Toledo, Ohio 43699 Career Services Manual Posting	N	0
14	Lourdes College Placement Office 6832 Convent Blvd Sylvania, Ohio 45360 Phone : 419-885-3211 Career Services Manual Posting	N	0
15	Minority Affairs Office Univ of Toledo 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-4964 Career Services Manual Posting	N	0

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16	Multicultural Student Ctr Univ of Toledo 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-2261 Career Services Manual Posting	N	0
17	NAACP PO Box 9388 Toledo, Ohio 43697 Phone : 419-242-2515 Career Services Manual Posting	N	0
18	Ohio Bureau Employment PO Box 889 Bowling Green, Ohio 43402 Career Services Manual Posting	N	0
19	Ohio Ctr for Broadcasting 9885 Rockside Rd. Valley View, Ohio 44125 Phone : 888-358-8669 Career Services Manual Posting	N	0
20	Owens Community College PO BOX 10,000 Toledo, Ohio 43699 Phone : 567-429-3509 Career Services Manual Posting	N	0
21	Placement Director Bowling Green Univ Bowling Green, Ohio 43404 Phone : 419-372-2618 Career Services Manual Posting	N	0
22	Specs Howard School Placement Office 19900 West 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Career Services Manual Posting	N	0

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23	Stautzenberger College 1796 Indian Wood Circle Maumee, Ohio 43537 Phone : 800-552-5099 Career Services Manual Posting	N	0
24	The Source of Northwest OH 1301 Monroe Street Toledo, Ohio 43604 Phone : 419-213-5627 Career Services Manual Posting	N	0
25	Toledo Journal 3021 Douglas Rd Toledo, Ohio 43606 Phone : 419-472-4521 Fax : 1-419-472-1604 Career Services Manual Posting	N	0
26	University Of Toledo c/o Job Opportunity 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-3700 Career Services Manual Posting	N	0
27	WCKY Radio 125 S. Superior Toledo, Ohio 43604 Phone : 419-244-8321 Url : www.1037wcky.com Email : scotthammer@clearchannel.com Scott Hammer	N	0
28	WFAL/Bowling Green University 31 West Hall Bowling Green, Ohio 43403 Phone : 419-372-8658 Career Services Manual Posting	N	0

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29	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
30	WXUT/Univ of Toledo 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-4172 Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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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	6/3/2019	Establishment of an intern program designed to assist members of the community	From June 2019 through August 2019, our SEU hosted an intern from the University of Toledo. The intern experienced and learned about career opportunities in broadcasting. The intern worked directly with our Chief Engineer and the rest of our engineering staff to learn the various aspects of Broadcast Engineering.	3	Chief Engineer Broadcast Engineer Broadcast Engineer
2	9/24/2019	Participation in Job Fairs	On September 24, 2019, iHeart Media Toledo participated in the Bowling Green State University 2019 Fall Expo Job Fair in Bowling Green, OH. The SEU's Finance Manager disseminated information on job opportunities, accepted resumes, and spoke with attendees about careers in broadcasting.	1	Finance Manager
3	11/6/2019	Participation in events or programs sponsored by educational institutions	On November 6, 2019, our SEU's Market President participated in the BGSU Speed Interviews process. The program was setup for each employer to meet with 15 students for a speed interview to discuss the students' resumes and any other career related matter. The event was designed to give employers an opportunity to meet and provide career advice to all student competitors.	1	Market President
4	2/25/2020	Participation in Job Fairs	On February 25, 2020 iHeart Media Toledo participated in the Bowling Green State University 2020 Spring Expo Job Fair in Bowling Green, OH. The SEU's Promotions Manager disseminated information on job opportunities, accepted resumes, and spoke with attendees about careers in broadcasting. The promotions assistant who recently completed an internship and was hired was also present to relate her personal experience and subsequent hiring	2	Promotions Director Promotions Assistant

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5	4/23/2020	Provision of training to management	In April, 2020, A manager took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Sr VP of Sales