

**WFXN-FM, WMAN, WMAN-FM, WNCO, WNCO-FM, WSWR, WXXF, WYHT****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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Senior Vice President, Programming - Mansfield, Ohio	1-7, 9-15	1
Account Executive	1-15	8

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Allaccess 24955 Pacific Coast Highway C303 Malibu, California 90265 Keith Kennedy Manual Posting	N	1
2	Ashland Cty Dept of Job & Family Svcs 15 W. 4th Street Ashland, Ohio 44805 Phone : 419-282-5000 Url : <a href="https://www.ashlandjfs.org/">https://www.ashlandjfs.org/</a> Email : Stacy.Emery@JFS.Ohio.gov Stacy Emery	N	0
3	Ashland Univ Department of Student Affairs 401 College Avenue Ashland, Ohio 44805 Email : chord@ashland.edu Colleen Hord	N	0
4	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Email : jobs@amfmjobs.com No Contact	N	0
5	Goods Entertainment PO Box 1266 Weston, Connecticut Phone : 203-341-0111 Email : Agoodman@GoodsEntertainment.com Adam Goodman	N	0
6	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
7	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
8	Indeed.com - Not Directly Contacted by SEU	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Ohio Media School - Cleveland 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Email : Lleciejewski@Beonair.com Linda Leciejewski	N	0
10	Ohio State University at Marion 1465 Mount Vernon Ave Marion, Ohio 43302 Phone : 740-725-6344 Email : Smith.4818@osu.edu Will Smith	N	0
11	On Air Announcements - <i>(one or more SEU stations)</i> 1400 Radio Lane Mansfield, Ohio 44805 Career Services Manual Posting	N	0
12	Pioneer Career & Technology Ctr 27 Ryan Road Shelby, Ohio 44875 Phone : 419-347-7744 ext 1215 Email : law.amys@Pioneerctc.edu Amy Law	N	0
13	Richland Cty OneStop Employment & Training Center 183 Park Avenue E Mansfield, Ohio 44905 Phone : 419-774-5300 Url : <a href="https://www.ashlandjfs.org/">https://www.ashlandjfs.org/</a> Email : Lori.Bedson@JFS.Ohio.gov Lori Bedson	N	0
14	Station Website Postings <i>(navigation link to corporate careers website on one or more SEU stations)</i> 1197 US Hwy 42 Ashland, Ohio 44805 Url : <a href="http://www.foxclassicrock.com">www.foxclassicrock.com</a> Email : <a href="mailto:scotthammer@iheartmedia.com">scotthammer@iheartmedia.com</a> Career Services	N	0
15	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>2</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	9/27/2019	Participation in Job Fairs	Our SEU participated in the Ohio Northern University Job Fair, in Ada, OH. Area President discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about broadcasting careers.	1	Area President
2	2/11/2020	Participation in Job Fairs	Our SEU participated in the Ashland University Spring Career Expo in Ashland University, OH. SVP of Programming discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about broadcasting careers.	1	SVP of Programming
3	4/13/2020	Provision of training to management	One of our SEU's managers 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	MSVP