

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM
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 Media Sales	2-13, 15-18, 20-37, 39-42, 44	11
Outside Account Executive	1-18, 21-30, 32-37, 39-41, 43-44	14
Producer - Rover's Morning Glory	1-13, 15-17, 21-30, 32-41, 43-44	11
Staff Engineer	1-10, 12-13, 15-17, 19, 21-24, 26-30, 32-37, 39-41, 43-44	19

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM**EEO PUBLIC FILE REPORT****June 1, 2019 - May 31, 2020****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	Akron Community Service Center and Urban League, Inc. 440 Vernon Odom Blvd. Akron, Ohio 44307 Phone : 330-434-3101 Email : tjohnson@akronurbanleague.org Fax : 1-330-434-2716 Yolanda Clay	N	0
2	AllAccess.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
3	American Sportscasters Association, Inc. 225 Broadway Suite 2030 New York, New York 10007 Phone : 212-227-8080 Email : LSchwa8918@aol.com Fax : 1-212-571-0556 Career Services	Y	0
4	Ashland University 40 College Avenue Ashland, Ohio 44805 Phone : 419-289-5064 Url : www.ashland.edu/career Career Services Manual Posting	Y	0
5	Baldwin Wallace College 275 Eastland Road Berea, Ohio 44017 Phone : 440-826-2101 Career Services Manual Posting	Y	0
6	Bowling Green State University 318 Math Science Bowling Green, Ohio 43403 Phone : 419-372-2356 Url : www.bgsu.edu/offices/sa/career Heather Wilson Manual Posting	Y	0

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7	Bryant & Stratton College 3121 Euclid Avenue Cleveland, Ohio 44115 Phone : 216-771-1700 Email : wjgholson@bryantstratton.edu W. Jan Gholson	Y	0
8	Cleveland State University 2121 Euclid Avenue RTW 280 Cleveland, Ohio 44115 Phone : 216-687-5534 Url : http://csucareerline.experience.com Career Services Manual Posting	Y	0
9	Cuyahoga Community College 2415 Woodland Avenue Room 239 Cleveland, Ohio 44115 Phone : 216-987-4913 Url : www.keycareerplace.info Career Services Manual Posting	Y	0
10	DeVry University 6000 Lombardo Suite 200 Seven Hills, Ohio 44131 Phone : 216-520-7421 Email : CSlovinski@devry.edu C. Slovinski	N	0
11	Employee Referral	N	5
12	Employment Connection/Ohio Means Jobs 11699 Brookpark Road Parma, Ohio 44130 Phone : 216-664-2905 Stephanie Rychel Manual Posting	Y	0
13	EntertainmentCareers.Net Ohio Url : www.entertainmentcareer.net n/a n/a Manual Posting	N	0
14	Glassdoor-Not directly contacted by SEU	N	1

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15	Hiram College P.O. Box 67 Hiram, Ohio 44234 Phone : 330-569-5131 Email : careercenter@hiram.edu Barbara Kundus	Y	0
16	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
17	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	6
18	Indeed.com - Not Directly Contacted by SEU	N	5
19	Internal Transfer/Promotion	N	1
20	ITT Technical Institute 4700 Richmond Road Warrensville Hts, Ohio 44128 Phone : 216-896-6512 Email : ddalton@ITT-Tech.edu Debra Dalton	N	0
21	John Carroll University 20700 North Park Blvd Cleveland, Ohio 44118 Phone : 216-397-4237 Url : www.jcu.edu/careercenter Career Services Manual Posting	Y	0
22	Kent State University P.O. Box 5190 Kent, Ohio 44242 Phone : 330-672-2360 Career Services Manual Posting	Y	0

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23	Lake Erie College 391 W. Washington St Painesville, Ohio 44077 Phone : 440-375-7056 Email : erevans@lec.edu Eric Evans	Y	0
24	Lakeland Community College 7700 Clocktower Drive Kirtland, Ohio 44094 Phone : 440-525-7222 Url : www.careers.lakelandcc.edu Career Services Manual Posting	Y	0
25	LinkedIn-Not directly contacted by SEU	N	9
26	Lorain County Community College 1005 Abbe Road Elyria, Ohio 44094 Phone : 440-366-7663 Url : https://loraincsm.symplicity.com Marci Pelsey Manual Posting	Y	0
27	Marietta College 215 Fifth Street Marietta, Ohio 45750 Phone : 740-376-4645 Url : www.collegecentral.com/marietta Natalie Wood Manual Posting	Y	0
28	NAACP Placement Office 2131 Fairhill Road Cleveland, Ohio 44120 Phone : 216-231-6260 n/a n/a Manual Posting	N	0
29	National Assoc of Hispanic Journalists 1193 National Press Bldg Washington, District of Columbia 20045-2100 Url : http://www.nahj.org/ Email : nahj@nahj.org Career Services	N	0

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30	Notre Dame College 4545 College Road Cleveland, Ohio 44121 Phone : 216-373-5290 Url : https://notredamecollege-csm.symplicity.com Career Services Manual Posting	Y	0
31	Oberlin College 155 N. Professor Street Oberlin, Ohio 44074 Phone : 440-775-8104 Email : career.services@oberlin.edu Career Services	N	0
32	Office of Equal Opportunity 601 Lakeside Avenue Room 335 Cleveland, Ohio 44114 Phone : 216-664-4152 Fax : 1-216-664-3870 Debra Linn Talley	Y	0
33	Ohio Media School (fka Ohio Center for Broadcasting) 9885 Rockside Road Suite 160 Cleveland, Ohio 44125 Phone : 216-503-5900 Email : dclark@beonair.com Dee Clark	Y	0
34	Ohio State University 48 Townshend Hall 1885 Neil Avenue Columbus, Ohio 43210 Phone : 614-292-6529 Email : Dineen.2@osu.edu Dineen n/a	Y	0
35	Radio 1 Broadcast School 700 3rd Street N. LL-7 LaCrosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschlerr	Y	0
36	Radio station websites (navigation link to corporate careers website) 6200 Oaktree Blvd. 4th floor Independence, Ohio 44131 Andrea Castillo Manual Posting	N	0

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37	Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : jpoxxon@specshoward.edu Jessica Poxson	Y	0
38	Unknown (source not adequately identified upon inquiry by SEU)	N	1
39	Urban League of Greater Cleveland 1255 Euclid Avenue Suite 205 Cleveland, Ohio 44115 Phone : 216-622-0999 Cordell Stokes Manual Posting	N	0
40	Ursuline College 2550 Lander Road Pepper Pike, Ohio 44124 Phone : 440-646-8324 Julie Jones Manual Posting	Y	0
41	Vocational Guidance Services-I.T. Training Program 2239 E. 55th Street Cleveland, Ohio 44103 Phone : 216-881-6124 Email : bryanbest@vgsjob.org Bryan Best	Y	0
42	Word of Mouth Referral	N	6
43	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
44	Youngstown State University 1 University Plaza Youngstown, Ohio 44555 Phone : 330-941-3515 Url : www.yzu.edu/career-services Career Services Manual Posting	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			34

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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	6/20/2019	Participation in events or programs sponsored by educational institutions	On June 20, 2019, our SEU's General Sales Manager spoke with students at Ohio Media School about careers in media, including the importance of sales and marketing skills in the industry.	1	General Sales Manager
2	6/24/2019	Participation in events or programs sponsored by educational institutions	On June 24, 2019, our SEU's Account Executives spoke with students at the Rainey Institute about careers in media, including issues related to being a woman in the workplace.	2	Account Executive Account Executive
3	10/4/2019	Participation in events or programs sponsored by educational institutions	On October 4, 2019, our SEU's on-air host spoke with students at Valley Forge High School about careers in the broadcast industry, including his own career path.	1	On Air Host
4	10/28/2019	Participation in events or programs sponsored by educational institutions	On October 28, 2019, our SEU's on-air host spoke with students at Berea Midpark High School about careers in the broadcast industry, including his own career path.	1	On Air Host
5	11/1/2019	Participation in events or programs sponsored by educational institutions	On November 1, 2019, our SEU's on-air host spoke with students at Lake Catholic High School about careers in the broadcast industry, including his own career path.	1	On Air Host
6	11/12/2019	Participation in events or programs sponsored by educational institutions	On November 12, 2019, our SEU's Account Executive talked to students at John Carroll University. He discussed his role as an AE at iHeartMedia and talked about working in the media industry.	1	Account Executive
7	11/15/2019	Participation in events or programs sponsored by educational institutions	On November 15, 2019, our SEU hosted 6th graders from Lakewood Catholic Academy. The students met with staff from various departments to learn about how the various departments work on their own, together as a market, and as part of the broadcast industry.	7	On Air Talent/Program Director On Air Talent Producer Program/Promotions Director
8	11/22/2019	Participation in events or programs sponsored by educational institutions	On November 22, 2019, our SEU's on-air host spoke with students at Riverside High School in Painesville, OH about careers in the broadcast industry, including his own career path.	1	On Air Host

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9	11/25/2019	Participation in events or programs sponsored by educational institutions	On November 25, 2019, our SEU's on-air host spoke with students at Beachwood High School about careers in the broadcast industry, including his own career path.	1	On Air Host
10	12/6/2019	Participation in events or programs sponsored by educational institutions	On December 6, 2019, our SEU's on-air host talked to First Generation students at Notre Dame College about his broadcast career success. He also discussed the importance of networking in the media industry.	1	On Air Host
11	12/9/2019	Participation in events or programs sponsored by educational institutions	On December 9, 2019, our SEU's on-air host spoke with students at Aurora High School about careers in the broadcast industry, including his own career path.	1	On Air Host
12	12/13/2019	Participation in events or programs sponsored by educational institutions	On December 13, 2019, our SEU's on-air host talked to seniors at Kenston High School about his success in his broadcast career. He also spoke about the significance of networking in the media industry.	1	On Air Host