

WBBD, WEGW, WKWK-FM, WOVK, WVKF, WWVA
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
General Sales Manager	1-12	4

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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	Bethany College Bethany House, 1st Floor Bethany, West Virginia 26032 Phone : 3048297150 Url : http://www.bethanywv.edu Email : avanhorn@bethanywv.edu Amy Van Horn	N	0
2	Eastern Gateway Community College 4000 Sunset Boulevard Steubenville, Ohio 43952 Phone : 7402645591 Url : http://www.egcc.edu Email : jmiller@egcc.edu Judy Miller	N	0
3	Franciscan University 1235 University Boulevard Starvaggi - Top Floor Steubenville, Ohio 43952 Phone : 7402845251 Url : http://www.franciscan.edu Email : careers@franciscan.edu Jeanette DeStefanis	N	0
4	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	2
5	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
6	Ohio University Eastern 45425 National Road Student Services - Room 101 St. Clairsville, Ohio 43950 Phone : 7406992326 Url : http://www.eastern.ohiou.edu Email : baumgard@ohio.edu Margie Baumgardner	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
7	Seeing Hands Association 750 Main Street Wheeling, West Virginia 26003 Phone : 3042324810 Url : http://www.seeinghandassociation.com Email : theresa@seeinghandassociation.com Theresa Kurtz	N	0
8	Washington & Jefferson College 60 South Lincoln Street Rossin Campus Center, Lower Level, Suite 133 Washington, Pennsylvania 15301 Phone : 7242295126 Url : http://www.washjeff.edu Email : careerservices@washjeff.edu Linda Howarth	N	0
9	West Liberty University P.O. Box 295 West Liberty, West Virginia 26074 Phone : 3043368018 Url : http://www.westliberty.edu Email : bdawson@westliberty.edu Bridgette Dawson	N	0
10	Wheeling Jesuit University 316 Washington Avenue Swint Hall, Room 201 Wheeling, West Virginia 26003 Phone : 3042432464 Url : http://www.wju.edu Email : careers@wju.edu Adriana Wolf	N	0
11	Wheeling News-Register/Intelligencer 1500 Main Street Classified Department Wheeling, West Virginia 26003 Phone : 3042330100 Url : http://www.news-register.net Fax : 1-304-233-0327 Career Services	N	0
12	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

WBBD, WEGW, WKWK-FM, WOVK, WVKF, WWVA**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
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	5/31/2020	Participation in scholarship programs	Our SEU participates in the Patrick A. Clutter Scholarship, awarded in May each year to local high school students seeking a higher education in broadcasting. Our GSM serves on the scholarship committee, helps set the criteria for the scholarship and reviews applicants. The SEU also sponsors and promotes the Pat Clutter Memorial Golf Scramble held each summer, which helps funds the program.	5	AE MP GSM AE
2	10/8/2019	Participation in Job Fairs	Our SEU participated in the Marshall University Fall Career Expo held at the Campus Recreation Center, in Huntington, WV, interacting with interested attendees regarding careers in broadcasting	1	VP Programming
3	4/27/2020	Provision of training to management	In April, 2020, one of our Wheeling, WV 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	Area President