

**WAKZ, WBBG, WKBN, WMXY, WNCD, WNIO**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 - May 31, 2021**

**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>
Outside Account Executive - Youngstown, OH	1-10	1

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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	Glassdoor - Not directly contacted by SEU	N	1
2	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
3	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
4	Kent State University 261 Michael Swartz Ctr Kent, Ohio 44242 Phone : 330-672-2360 Email : <a href="mailto:rpjor@kent.edu">rpjor@kent.edu</a> Robin Pijor	N	0
5	Ohio Center for Broadcasting Cleveland Campus 9885 Rockside Road, Suite 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a> Janice Hannah-Hardy	Y	0
6	Penn State University 147 Shenango Avenue Sharon, Pennsylvania 16146 Email : <a href="mailto:interviewing@psu.edu">interviewing@psu.edu</a> Career Services	N	0
7	Thiel College 75 College Ave. Greenville, Pennsylvania 16125 Phone : 724-589-2014 Email : <a href="mailto:carbuckle@thiel.edu">carbuckle@thiel.edu</a> Joanne Schell	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>
8	Westminster College Career Placement Dept New Wilmington, Pennsylvania 16175 Phone : 724-946-7339 Email : houghja@westminster.edu Jennifer Hough	N	0
9	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
10	Youngstown State University 1 University Plaza Youngstown, Ohio 44555 Phone : 330-742-3515 Email : careerservices@ysu.edu Kris Gregory	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>1</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	10/6/2020	Provision of training to management	Participated in a training session provided by Broadcast1Source. Trainer was Terrie Gura. Topics covered were: Managing recruiting source details, including Prong 2 status Creating job vacancy notices and notifying to select sources Recording interview details for accurate referral identification Tracking Prong 3 (initiative) points Running EEO reports Conducting and recording Self Audits	1	Finance Specialist
2	4/12/2021	Provision of training to management	On April 12, 2021 Our SEU took the Harassment prevention training created in collaboration with Littler, the world's largest labor and employment practice, this course exceeds all state, federal, and EEOC requirements for anti-harassment compliance training. Available in compliant, state-specific versions for California, New York, Connecticut, Delaware, Illinois, Maine, Washington, and Canada.	1	program director
3	4/12/2021	Provision of training to management	In April 2021, one of our SEU 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	program director