

WCOL-FM, WNCI, WODC, WTVN, WXZX, WYTS, WZCB**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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive	1-4, 6-10	9
Digital AE	1-3, 5-8, 10	5

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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	Central State University (Career Services Center) 1400 Brush Row Road P.O. Box 1004 Wilberforce, Ohio 45384 Phone : 937.376.6444 Email : csucareerservices@gmail.com Elizabeth Beemer	N	0
2	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
3	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
4	Job Fairs (See Section III) Ohio N/A N/A	N	0
5	LinkedIn - Not directly contacted by SEU	N	1
6	Ohio Media School (formerly Ohio Centers for Broadcasting) 5330 E. Main Street Columbus, Ohio 43213 Phone : 614-655-5250 Email : lwagner@beonair.com Lee Wagner	N	0
7	Ohio State University Office of Diversity & Inclusion Student Academic Services Building 281 West Lane Avenue, 3rd Floor Columbus, Ohio 43210-1132 Phone : 614.292.8236 Email : lipscomb.3@osu.edu Jackie Lipscomb	N	0

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8	Ohio University - Career and Leadership Development Center One Park Place Baker University Center 533 Athens, Ohio 45701 Phone : 740-593-2909 Email : sturgia1@ohio.edu Aaron Sturgill	N	0
9	Word of Mouth Referral	N	1
10	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
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	Ongoing Event	Participation in Job Fairs	Our SEU served as a media sponsor and exhibitor in the Columbus Choice Career Fair held at the Crowne Plaza North-Worthington in Columbus, OH. The job fair was open to all Central Ohio residents. Station participants included our Sales Manager, who spoke with attendees about career opportunities with our station and conducted interviews for open positions.	3	Sales Manager EEO Assistant Coordinator Recruiting Manager/EEO Coordinator
2	1/6/2021	Participation in Job Fairs	Our SEU participated in the Virtual Career Day with the Columbus Metro Early College Middle and High School. 27 students were online. Our morning show hosts held a question-and-answer session with the students and we gave a virtual tour of the studios, engineering area and offices.	2	Program director Regional chief engineer
3	1/8/2021	Participation in events or programs sponsored by educational institutions	Participated in a Career Day event for Metro Early College Middle and High School located in Columbus, OH. The event, normally held at the school, was done virtually. By phone we took them on a visual tour of our SEU's facility including engineering, sales, marketing, newsroom, podcasting and on-air studios. In addition they were able to visit and talk with our top morning show personalities and ask them about careers in radio and communications. They also had a question and answer session with our program director.	4	Program Director Morning Show Personality Morning Show Personality Regional Chief Engineer
4	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	Executive assistant

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5	4/15/2021	Participation in Job Fairs	Our SEU participated as an exhibitor in the Columbus Choice Career Fair in Columbus, OH at the Crowne Plaza – North. The event was open to the public. Our Sales Manager interviewed attendees about future job consideration in the areas of sales and marketing. Choice Career Fairs is one of our market's recruitment sources.	1	Sales manager