

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM
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
Digital Account Executive	1-15, 17-30, 32-37	33
Digital Account Executive	1-15, 17-30, 32-37	21
Account Executive Black Listener Network	1-8, 10, 12-20, 22-30, 32, 35-37	32
Account Executive Black Listener Network	1-8, 10, 12-20, 22-30, 32, 35-37	15
Co-Host	1-8, 10, 12-15, 17-20, 22-32, 34-37	32
Co-Host/Producer	1-8, 10, 12-15, 17-20, 22-32, 34-37	32
Inventory Revenue Manager	2-8, 10, 12-15, 17-20, 22-25, 27-32, 34-37	32

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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	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 Email : jdenver@allaccess.com Career Services	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 Email : cdctstaff@ashland.edu Career Services	Y	0
5	Baldwin Wallace College 275 Eastland Road Berea, Ohio 44017 Phone : 440-826-2101 Email : career@bw.edu Career Services	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 Email : careerservices@bgsu.edu Heather Wilson	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 Email : careers@csuohio.edu Career Services	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 Prong 2 Ended Date: 10/13/2020	N	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	1
12	Employment Connection/Ohio Means Jobs 11699 Brookpark Road Parma, Ohio 44130 Phone : 216-664-2905 Email : omj-help-desk@jfs.ohio.gov Stephanie Rychel	Y	0
13	Hiram College P.O. Box 67 Hiram, Ohio 44234 Phone : 330-569-5131 Email : careercenter@hiram.edu Barbara Kundus	Y	0

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14	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
15	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	2
16	Indeed.com - Not directly contacted by SEU	N	1
17	John Carroll University 20700 North Park Blvd Cleveland, Ohio 44118 Phone : 216-397-4237 Url : www.jcu.edu/careercenter Email : nmarzano@jcu.edu Career Services	Y	0
18	Kent State University P.O. Box 5190 Kent, Ohio 44242 Phone : 330-672-2360 Email : buscareers@kent.edu Career Services	Y	0
19	Lake Erie College 391 W. Washington St Painesville, Ohio 44077 Phone : 440-375-7056 Email : erevans@lec.edu Eric Evans	Y	0
20	Lakeland Community College 7700 Clocktower Drive Kirtland, Ohio 44094 Phone : 440-525-7222 Url : www.careers.lakelandcc.edu Email : careerservices@lakelandcc.edu Career Services	Y	0
21	LinkedIn-Not directly contacted by SEU	N	1

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22	Lorain County Community College 1005 Abbe Road Elyria, Ohio 44094 Phone : 440-366-7663 Url : https://loraincsm.symplicity.com Email : careers@lorainccc.edu Marci Pelsey	Y	0
23	Marietta College 215 Fifth Street Marietta, Ohio 45750 Phone : 740-376-4645 Url : www.collegecentral.com/marietta Email : cc@marietta.edu Natalie Wood	Y	0
24	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
25	Notre Dame College 4545 College Road Cleveland, Ohio 44121 Phone : 216-373-5290 Url : https://notredamecollege-csm.symplicity.com Email : fjones@ndc.edu Career Services	Y	0
26	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
27	Ohio Media School 9885 Rockside Road Suite 160 Cleveland, Ohio 44125 Phone : 216-503-5900 Email : dclark@beonair.com Dee Clark	Y	0

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28	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
29	Ohio University Baker University Center, 533 1 Ohio University Athens, Ohio 45701 Phone : 740.593.2909 Email : jaunaraj@ohio.edu Imants Jaunarajs	N	0
30	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
31	Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : nshiner@specshoward.edu Jessica Poxson	Y	0
32	Unknown (source not adequately identified upon inquiry by SEU)	N	7
33	Unknown Referral Source	N	2
34	Ursuline College 2550 Lander Road Pepper Pike, Ohio 44124 Phone : 440-646-8324 Email : careerservices@ursuline.edu Julie Jones	Y	0
35	Vocational Guidance Services-I.T. Training Program 2239 E. 55th Street Cleveland, Ohio 44103 Phone : 216-881-6124 Email : rehab@vgsjob.org Bryan Best	Y	0

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36	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
37	Youngstown State University 1 Unversity Plaza Youngstown, Ohio 44555 Phone : 330-941-3515 Url : www.yzu.edu/career-services Email : careerservices@cc.yzu.edu Career Services	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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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	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	Market president
2	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	regional SVP of Programming
3	4/20/2021	Participation in events or programs sponsored by educational institutions	Advisory Board meeting for the Ohio Media School. Members of the media community are presented with the current curriculum, requirements and run down of equipment at the school. Feedback is given by the board members to determine if the value to the students in so far as it relates to real world working conditions in our areas of media. That feedback may be used to adjust anything from topics covered to the way demos are produced so students can be ready to be hired when they graduate. Involvement in this bi-annual board meeting not only helps students learn what we may want/need from/them when they graduate and apply with iHeart, but keeps them informed on the types of jobs we are hiring for. Many of us are alumni, and reach out to the school when we are looking to hire. Board members are often guest speakers (which I have done multiple times) and speakers at career days (virtual/physical).	1	TTWN manager