

WFXN-FM, WMAN, WMAN-FM, WNCO, WNCO-FM, WSWR, WXXF, WYHT**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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WFXN-FM, WMAN, WMAN-FM, WNCO, WNCO-FM, WSWR, WXXF, WYHT**EEO PUBLIC FILE REPORT****June 1, 2020 - May 31, 2021****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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	2/18/2021	Co Sponsoring Job Fair	This was a job fair called OH Zone and it was a co-sponsorship. It was a virtual job fair with various employers. It was held online at OH Zone Virtual Career Fair. The SVP Of Programming manned the booth and talked with potential job candidates. It was focused on various employment opportunities in Richland and Crawford Counties. It was a co-sponsorship as we ran promotional announcements for the event as noted in the scripts sent as well as our logo used to promote the event.	1	Market SVP of Programming
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	Area president
3	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	Area president
4	5/6/2021	Co Sponsoring Job Fair	This was a job fair called the Student Job Fair and it was a co-sponsorship with iHeart Media Ashland/ Mansfield. It was an in person job fair, targeting high school as well as new college graduates. Various employers were on hand and we talked directly with potential candidates. It was held in conjunction with Ohio Means Jobs, Richland Area Chamber of Commerce as well as other community organizations.	2	Market president SVP of programming