

WFXN-FM, WMAN, WMAN-FM, WNCO, WNCO-FM, WSWR, WXXF, WYHT**EEO PUBLIC FILE REPORT****June 1, 2016 - May 31, 2017****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
Traffic / Continuity Manager	1-11, 14-15	7
Account Executive	1-6, 8-11, 13-20	6
Receptionist	1-6, 8-12, 14-15	12

WFXN-FM, WMAN, WMAN-FM, WNCO, WNCO-FM, WSWR, WXXF, WYHT

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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	Ashland Cty Dept of Job & Family Svcs 15 W. 4th Street Ashland, Ohio 44805 Phone : 419-282-5000 Career Services Manual Posting	N	0
2	Ashland Univ Department of Student Affairs 401 College Avenue Ashland, Ohio 44805 Email : charknes@ashland.edu Charles Harkness	N	0
3	directemployers.org 9002 N Purdue Rd Ste 100 Indianapolis, Indiana 46268 Tom Eckhart Manual Posting	N	0
4	Goods Entertainment PO Box 1266 Weston, Connecticut Phone : 203-341-0111 Email : Adam@GoodsEntertainment.com Adam Goodman	N	0
5	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	0
6	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	3
7	Indeed.com	N	1
8	Ohio State Univ Office of Diversity & Inclusion 1800 Cannon Drive #1000 Columbus, Ohio 43210 Email : Caban.1@osu.edu Normando Caban	N	0

WFXN-FM, WMAN, WMAN-FM, WNCO, WNCO-FM, WSWR, WXXF, WYHT

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Ohio State University at Marion 1465 Mount Vernon Ave Marion, Ohio 43302 Phone : 740-725-6344 Email : Smith.4818@osu.edu Will Smith	N	0
10	On Air Announcements (one or more SEU stations) - WNCO-FM/AM, WFXN-FM, WXXR-FM, 1197 US Hwy 42 Ashland, Ohio 44805 Phone : 419-289-2605 Career Services Manual Posting	N	0
11	On Air Announcements - (one or more SEU stations) WXXF-FM, WYHT-FM, WMAN-AM, WSWR-FM 1400 Radio Lane Mansfield, Ohio 44805 Career Services Manual Posting	N	0
12	On Air Recruitment Ad	N	1
13	On-Air Announcement (One or More SEU Stations)	N	1
14	Richland Cty OneStop Employment & Training Center 183 Park Avenue E Mansfield, Ohio 44905 Phone : 419-774-5300 Career Services Manual Posting	N	0
15	WFXN-FM 1197 US Hwy 42 Ashland, Ohio 44805 Url : www.foxclassicrock.com Email : scotthammer@iheartmedia.com Career Services	N	0
16	WYHT-FM 1197 US Hwy 42 Ashland, Ohio 44805 Url : www.wyht.com Email : scotthammer@iheartmedia.com Career Services	N	0

WFXN-FM, WMAN, WMAN-FM, WNCO, WNCO-FM, WSWR, WXXF, WYHT

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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17	WMAN-AM 1197 US Hwy 42 Ashland, Ohio 44805 Url : www.am1400.com Email : scotthammer@iheartmedia.com Career Services	N	0
18	WNCO-AM 1197 US Hwy 42 Ashland, Ohio 44805 Url : www.wncoam.com Email : scotthammer@iheartmedia.com Career Services	N	0
19	WNCO-FM 1197 US Hwy 42 Ashland, Ohio 44805 Url : www.wncofm.com Email : scotthammer@iheartmedia.com Career Services	N	0
20	WSWR-FM 1197 US Hwy 42 Ashland, Ohio 44805 Url : www.cruisin100.com Email : scotthammer@iheartmedia.com Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

WFXN-FM, WMAN, WMAN-FM, WNCO, WNCO-FM, WSWR, WXXF, WYHT

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/4/2016	Participation in events or programs sponsored by educational institutions	BGSU Employer Symposium - Finance Manager attended a day of panel discussions at Bowling Green State University sponsored by the Career Center. The purpose of this program is to enhance partnerships between employers and the BGSU Career Center; program goals are to highlight best practices pertaining to student recruitment and employer involvement with career centers.	1	Finance Manager
2	9/27/2016	Participation in Job Fairs	On September 27, 2016, iHeart Media participated in the Bowling Green State University 2016 Fall Expo Job Fair in Bowling Green, OH. The SEU's Finance Manager disseminated information on job opportunities, accepted resumes, and spoke with attendees about careers in broadcasting. A newly hired Promotions Director who recently completed an internship was also present to relate her personal experience and subsequent hiring	2	Finance Manager Promotions Manager
3	3/22/2017	Participation in Job Fairs	On March 22, 2016, our SEU participated in the Ashland University Career Fair. Station participants, including our Sales Assistant and Y105 Program Director, spoke with attendees about job opportunities in the broadcasting industry. Resumes were collected.	2	Sales Assistant Program Director
4	3/23/2017	Participation in events or programs sponsored by educational institutions	on March 23, 2017, our SEU hosted a local High School student from Pandora -Gilboa high School. Connor Dawson job shadowed with Program Director, Charles Robinson for the day.	1	Program Director
5	4/17/2017	Participation in Job Fairs	On April 17, 2017, our SEU participated in the Pioneer Career & Technology Center Career Fair. Station participants, including our Sales assistant and Y105 Program Director, spoke with attendees about job opportunities in the broadcasting industry. Resumes were collected	2	Sales Assistant Y105 Program Director

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6	5/17/2017	Participation in events or programs sponsored by educational institutions	on May 17, 2017, Matt Appleby, SEU creative Director and on-air personality, attended the Crestview Middle Schools Career Day where he talked with Middle School students about jobs in the Radio Industry.	1	Creative Director
7	5/21/2017	Provision of training to management	Charles Robinson, Program Director, completed a series of HR training modules including Diversity, Employee conflict, Sexual Harassment and how to hire. The training was completed on May 21, 2017.	1	Program Director