

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

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017¹

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	2, 4-6	6
Account Executive	1-5, 7-10	5
Receptionist	1-5, 7-10	9

¹ This report was modified in May 2018 to address reporting issues.

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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	Ashland Univ Department of Student Affairs 401 College Avenue Ashland, Ohio 44805 Email : charknes@ashland.edu Charles Harkness	N	0
2	directemployers.org (Association distributing job 9002 N Purdue Rd Ste 100 postings to state workforce Indianapolis, Indiana 46268 agencies throughout the US) Tom Eckhart Manual Posting	N	0
3	Goods Entertainment PO Box 1266 Weston, Connecticut Phone : 203-341-0111 Email : Adam@GoodsEntertainment.com Adam Goodman	N	0
4	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
5	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
6	Indeed.com - Not Directly Contacted by SEU	N	1
7	Ohio State Univ Office of Diversity & Inclusion 1800 Cannon Drive #1000 Columbus, Ohio 43210 Email : Caban.1@osu.edu Normando Caban	N	0
8	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	On Air Announcements - (one or more SEU stations) 1400 Radio Lane Mansfield, Ohio 44805 Career Services Manual Posting	N	2
10	Station Website Postings (one or more SEU stations) 1197 US Hwy 42 (navigation link to company Ashland, Ohio 44805 careers website) Url : www.foxclassicrock.com Email : scotthammer@iheartmedia.com Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	No. of Station 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. The student job shadowed with Program Director for the day.	1	Program Director
5	4/18/2017	Participation in Job Fairs	On April 18, 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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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	No. of Station Participants	Participant Title
6	5/17/2017	Participation in events or programs sponsored by educational institutions	on May 17, 2017, the 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	SEU Program Director, completed a series of HR training modules including Diversity, Employee conflict, Sexual Harassment and how to hire. The training was started on April 19, 2017 and completed on May 21, 2017.	1	Program Director