

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

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
Finance Specialist	2-8, 10-22, 24-32, 34-39, 42	17
Account Executive Media Sales	2-8, 10-32, 34-40, 42	16
Digital Sales Strategist	2-8, 10-22, 24-40, 42	16
DJ Announcer Evenings	2-16, 18-22, 24-28, 30-32, 34-40, 42	40
Assistant Program Director WMMS/99X	2-16, 18-22, 24-28, 30-39, 41-42	2
Director, Commercial Production	2-16, 19-22, 24-28, 30-32, 34-42	16
News Anchor/Reporter	2-16, 19-22, 24-28, 30-32, 34-42	40
Digital Planner	1-8, 10-17, 19-22, 24-28, 30-32, 34-39, 41-42	16
Vice President of Sales	1-8, 10-16, 19-22, 24-28, 30-32, 34-42	40

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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 Career Services Manual Posting	N	3
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 Career Services Manual Posting	Y	0
5	Baldwin Wallace College 275 Eastland Road Berea, Ohio 44017 Phone : 440-826-2101 Career Services Manual Posting	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 Heather Wilson Manual Posting	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	Current Employee	N	9
10	Cuyahoga Community College 2415 Woodland Avenue Room 239 Cleveland, Ohio 44115 Phone : 216-987-4913 Url : www.keycareerplace.info Fax : 1-216-987-5577 Career Services	Y	0
11	DeVry University 6000 Lombardo Suite 200 Seven Hills, Ohio 44131 Phone : 216-520-7421 Email : CSlovinski@devry.edu C. Slovinski	N	0
12	Employment Connection/Ohio Means Jobs 11699 Brookpark Road Parma, Ohio 44130 Phone : 216-664-2905 Stephanie Rychel Manual Posting	Y	0
13	EntertainmentCareers.Net Ohio Url : www.entertainmentcareer.net n/a n/a Manual Posting	N	0

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14	Hiram College P.O. Box 67 Hiram, Ohio 44234 Phone : 330-569-5131 Email : careercenter@hiram.edu Barbara Kundus	Y	0
15	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
16	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	9
17	Indeed.com	N	6
18	ITT Technical Institute 4700 Richmond Road Warrensville Hts, Ohio 44128 Phone : 216-896-6512 Email : ddalton@ITT-Tech.edu Debra Dalton	N	0
19	John Carroll University 20700 North Park Blvd Cleveland, Ohio 44118 Phone : 216-397-4237 Url : www.jcu.edu/careercenter Career Services Manual Posting	Y	0
20	Kent State University P.O. Box 5190 Kent, Ohio 44242 Phone : 330-672-2360 Career Services Manual Posting	Y	0

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21	Lake Erie College 391 W. Washington St Painesville, Ohio 44077 Phone : 440-375-7056 Email : erevans@lec.edu Eric Evans	Y	0
22	Lakeland Community College 7700 Clocktower Drive Kirtland, Ohio 44094 Phone : 440-525-7222 Url : www.careers.lakelandcc.edu Career Services Manual Posting	Y	0
23	Linked In	N	2
24	Lorain County Community College 1005 Abbe Road Elyria, Ohio 44094 Phone : 440-366-7663 Url : https://loraincsm.symplicity.com Marci Pelsey Manual Posting	Y	0
25	Marietta College 215 Fifth Street Marietta, Ohio 45750 Phone : 740-376-4645 Url : www.collegecentral.com/marietta Natalie Wood Manual Posting	Y	0
26	NAACP Placement Office 2131 Fairhill Road Cleveland, Ohio 44120 Phone : 216-231-6260 n/a n/a Manual Posting	N	0
27	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

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28	Notre Dame College 4545 College Road Cleveland, Ohio 44121 Phone : 216-373-5290 Url : https://notredamecollege-csm.symplicity.com Career Services Manual Posting	Y	0
29	Oberlin College 155 N. Professor Street Oberlin, Ohio 44074 Phone : 440-775-8104 Email : career.services@oberlin.edu Career Services Prong 2 Ended Date: 11/10/2017	N	0
30	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
31	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Cleveland, Ohio 44125 Phone : 216-503-5900 Email : dclark@beonair.com Dee Clark	Y	0
32	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
33	Other Source	N	3
34	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Radio station websites 6200 Oaktree Blvd. 4th floor Indence, Ohio 44131 Phone : 216-986-8813 Andrea Castillo Manual Posting	N	1
36	Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : KBurns@specsHoward.edu Kristen Burns	Y	0
37	Urban League of Greater Cleveland 1255 Euclid Avenue Suite 205 Cleveland, Ohio 44115 Phone : 216-622-0999 Cordell Stokes Manual Posting	N	0
38	Ursuline College 2550 Lander Road Pepper Pike, Ohio 44124 Phone : 440-646-8324 Gerry Sullivan Manual Posting	Y	0
39	Vocational Guidance Services-I.T. Training Program 2239 E. 55th Street Cleveland, Ohio 44103 Phone : 216-881-6124 Email : bryanbest@vgsjob.org Bryan Best	Y	0
40	Word of Mouth Referral	N	10
41	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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
42	Youngstown State University 1 University Plaza Youngstown, Ohio 44555 Phone : 330-941-3515 Url : www.yzu.edu/career-services Career Services Manual Posting	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

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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	6/12/2017	Participation in events or programs sponsored by educational institutions	Our SEU met with Trust Navigator's college interns interested in a media career. This meeting was held in the iHeartMedia Cleveland offices. Participants were given a station tour and met with on air personalities. Our leaders then discussed broadcasting careers and info was made available.	5	RP RSVP Programmig RSVP Sales Digital Manager, On-Air Host
2	6/28/2017	Participation in scholarship programs	Our SEU participated in the 2017 OAB Scholarship selection process. The OAB awarded several scholarships to high school seniors interested in a broadcasting careers. Our SEU President graded and reviewed all applications.	1	RP
3	10/5/2017	Participation in events or programs sponsored by educational institutions	Our SEU's Account Executive and On-Air Sports Personality gave a lecture to a communications class at John Carroll University in Cleveland, OH. He discussed broadcasting, on-air and sales careers.	1	AE & Sports On-Air Personality
4	10/10/2017	Participation in events or programs sponsored by educational institutions	Our SEU's Account Executive gave a lecture to a communications class at John Carroll University in Cleveland, OH. He discussed broadcasting/media/digital careers.	1	AE
5	1/12/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student majoring in Journalism and Communications at Cleveland State University. The student shadowed our News Anchor in the WTAM Newsroom. Broadcasting and media career advice was given.	1	News Anchor
6	1/18/2018	Participation in Job Fairs	Our SEU participated in the 2018 Cleveland Cavaliers Career Fair in Cleveland, OH. Our Region Auto Sales Director and our Account Executive met with many interested job seekers. They were able to discuss broadcasting career opportunities with many and iHeartMedia info was available.	2	Region Auto Director AE
7	2/2/2018	Participation in Job Fairs	Our SEU participated in the 2018 Ohio Media School Career Fair in Independence, OH. Our Promotions Assistant met with many interested in iHeartMedia and discussed the broadcasting/media field and career opportunities.	1	Promotions Assistant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	2/9/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student in the WTAM Newsroom. The student was interested in a broadcasting/media/digital career. The student was able to ask questions regarding a broadcasting career and seek advice.	1	News Room
9	3/14/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student interested in a broadcasting career in the WTAM Newsroom. The student was able to seek career advice and ask questions related to jobs in broadcasting.	1	WTAM Producer
10	3/28/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for the mass communications class from Cuyahoga Community College. During the tour, they visited the facility and stations. They learned about opportunities in broadcasting. Station participants included our News Anchor, who conducted the tour.	1	WTAM News Anchor
11	4/6/2018	Participation in events or programs sponsored by educational institutions	Our SEU's Account Executive gave a lecture to a communications class at John Carroll University in Cleveland, OH. He discussed careers in the media industry and answered questions regarding iHeartMedia career opportunities.	1	Account Executive
12	4/10/2018	Participation in events or programs sponsored by educational institutions	Our SEU's on-air personality was the main speaker at the College Kick Off Fair at West Geauga High School. He spoke on choosing a college, broadcasting careers, scholarship opportunities and also spoke on his career path in radio. Many attended and iHM info was passed out.	1	On-Air Personality
13	4/30/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a high school senior interested in the broadcasting field for 3 weeks. This student shadowed all departments. This student was able seek career advice and ask questions related to a broadcasting career.	1	WGAR Program Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	5/15/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student for job shadowing interested in a broadcasting career. This student shadowed all departments but primarily promotions and programming. The student was able to seek career advice and ask questions related to broadcasting.	1	Promotions Director