

**WBBD(AM), WEGW(FM), WKWK-FM, WOVK(FM), WVKF(FM), WWVA(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018– May 31, 2019**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-12	5
Outside Account Executive	1-12	5

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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 12-month period
1	Bethany College Bethany House, 1 <sup>st</sup> Floor Bethany, West Virginia 26032 Phone: 3048297150 Url: <a href="http://www.bethanywv.edu">http://www.bethanywv.edu</a> Email: <a href="mailto:avanhorn@bethanywv.edu">avanhorn@bethanywv.edu</a> Amy Van Horn	N	0
2	Eastern Gateway Community College 400 Sunset Boulevard Steubenville, Ohio 43952 Phone: 7402645991 Url: <a href="http://www.egcc.edu">http://www.egcc.edu</a> Email: <a href="mailto:jmiller@egcc.edu">jmiller@egcc.edu</a> Judy Miller	N	0
3	Franciscan University 1235 University Boulevard Starvaggi-Top Floor Steubenville, Ohio 43952 Phone: 7402845251 URL: <a href="http://www.franciscan.edu">http://www.franciscan.edu</a> Email: <a href="mailto:careers@franciscan.edu">careers@franciscan.edu</a> Jeannette DeStafanis	N	0
4	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas78258 Url: <a href="http://www.iheartmedia.job">http://www.iheartmedia.job</a> Talent Acquisition Coordinator Manual Posting	N	0
5	iheartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas78258 Url: <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	7
6	Ohio University Eastern 45425 National Road Student Services-Room 101 St. Clairsville, Ohio 43950 Phone: 7406992326 Url: <a href="http://www.eastern.ohiou.edu">http://www.eastern.ohiou.edu</a> Email: <a href="mailto:baumgard@ohio.edu">baumgard@ohio.edu</a> Margie Baumgardner	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Seeing Hands Association 750 Main Street Wheeling, West Virginia 26003 Phone: 3042324810 Url: <a href="http://www.seeinghandassociation.com">http://www.seeinghandassociation.com</a> Email: <a href="mailto:theresa@seeinghandassociation.com">theresa@seeinghandassociation.com</a> Theresa Kurtz	N	0
8	Washington & Jefferson College 60 South Lincoln Street Rossin Campus Center, Lower Level, Suite133 Washington, Pennsylvania 15301 Phone: 7242295126 URL: <a href="http://www.washjeff.edu">http://www.washjeff.edu</a> Email: <a href="mailto:careerservices@washjeff.edu">careerservices@washjeff.edu</a> Linda Howarth	N	0
9	West Liberty University P.O. Box 295 West Liberty, West Virginia 26074 Phone: 3043368018 Url: <a href="http://www.westliberty.edu">http://www.westliberty.edu</a> Email: <a href="mailto:bdawson@westliberty.edu">bdawson@westliberty.edu</a> Bridgette Dawson	N	0
10	Wheeling Jesuit University 316 Washington Avenue Swint Hall, Room 201 Wheeling, West Virginia 26003 Phone: 3042432464 Url: <a href="http://www.wju.edu">http://www.wju.edu</a> Email: <a href="mailto:careers@wju.edu">careers@wju.edu</a> Adriana Wolf	N	0
11	Wheeling News-Register/Intelligencer 1500 Main Street Classified Department Wheeling, West Virginia 26003 Phone: 3042330100 Url: <a href="http://www.news-register.net">http://www.news-register.net</a> Fax: 1-304-233-0327 Career Services	N	0
12	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone: 336-553-0620 Url: <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email: <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>7</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participated in job fair	On April 24, 2019, our SEU participated in a job fair at Ohio University Carnes Center. Station participants included our VP Sales and Account Executive, who discussed careers in broadcasting with interested attendees.
<b>2</b>	Establishment of Training Program for Station Personnel	All sales staff and our VP of Sales completed Darren McMillian of La Leadership Success training online during the month of February 2019. The training covered topics such as Belief, Engagement and Willingness for Sales.
<b>3</b>	Establishment of Training Program for Station Personnel	Periodically throughout the reporting period, members of the SEU’s sales staff completed online training sessions provided by iHeartMedia’s Learning Center to advance their career development potential with regards to the digital aspects of broadcasting—a critical element in moving to higher level sales positions within the broadcast industry—including “Digital Sales Training: Digital Audio Training,” “Digital Creative Training for Sales,” and “Digital Training: Social Media Exercises