

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
Account Executive Media Sales	3-8, 10, 12-31, 33-40, 42-45, 47	20
Account Executive Media Sales	1, 3-10, 12-13, 15-19, 21-26, 28-31, 33, 35-44, 46-47	26
Sales Assistant	2-8, 10-13, 15-20, 22-25, 28-31, 33, 35- 40, 42-47	45
Hip Hop/Urban Account Executive	2-8, 10, 12-13, 15-19, 22-25, 28-33, 35- 40, 42-44, 46-47	32
Outside Account Executive	2-8, 10, 12-20, 22-26, 28-31, 33, 35-40, 42-44, 46-47	20
Outside Account Executive	2-8, 10, 12-20, 22-26, 28-31, 33, 35-40, 42-44, 46-47	14
Digital Planner	2-8, 10-13, 15-20, 22-25, 28-31, 33, 35- 40, 42-44, 46-47	11

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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	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/africanorthamerica Email : sharris@radio-one.com Career Services	N	0
2	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
3	AllAccess.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
4	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
5	Ashland University 40 College Avenue Ashland, Ohio 44805 Phone : 419-289-5064 Url : www.ashland.edu/career Career Services Manual Posting	Y	0
6	Baldwin Wallace College 275 Eastland Road Berea, Ohio 44017 Phone : 440-826-2101 Career Services Manual Posting	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
7	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
8	Bryant & Stratton College 3121 Euclid Avenue Cleveland, Ohio 44115 Phone : 216-771-1700 Email : wjgholson@bryantstratton.edu W. Jan Gholson	Y	0
9	Career Fair	N	1
10	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
11	Current Employee	N	3
12	Cuyahoga Community College 2415 Woodland Avenue Room 239 Cleveland, Ohio 44115 Phone : 216-987-4913 Url : www.keycareerplace.info Career Services Manual Posting	Y	0
13	DeVry University 6000 Lombardo Suite 200 Seven Hills, Ohio 44131 Phone : 216-520-7421 Email : CSlovinski@devry.edu C. Slovinski	N	0
14	Employee Referral	N	2
15	Employment Connection/Ohio Means Jobs 11699 Brookpark Road Parma, Ohio 44130 Phone : 216-664-2905 Stephanie Rychel Manual Posting	Y	0

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16	EntertainmentCareers.Net Ohio Url : www.entertainmentcareer.net n/a n/a Manual Posting	N	0
17	Hiram College P.O. Box 67 Hiram, Ohio 44234 Phone : 330-569-5131 Email : careercenter@hiram.edu Barbara Kundus	Y	0
18	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	1
19	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	5
20	Indeed.com	N	7
21	ITT Technical Institute 4700 Richmond Road Warrensville Hts, Ohio 44128 Phone : 216-896-6512 Email : ddalton@ITT-Tech.edu Debra Dalton	N	0
22	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

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23	Kent State University P.O. Box 5190 Kent, Ohio 44242 Phone : 330-672-2360 Career Services Manual Posting	Y	0
24	Lake Erie College 391 W. Washington St Painesville, Ohio 44077 Phone : 440-375-7056 Email : erevans@lec.edu Eric Evans	Y	0
25	Lakeland Community College 7700 Clocktower Drive Kirtland, Ohio 44094 Phone : 440-525-7222 Url : www.careers.lakelandcc.edu Career Services Manual Posting	Y	0
26	Linked In	N	9
27	LinkedIn / Word of Mouth	N	1
28	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
29	Marietta College 215 Fifth Street Marietta, Ohio 45750 Phone : 740-376-4645 Url : www.collegecentral.com/marietta Natalie Wood Manual Posting	Y	0
30	NAACP Placement Office 2131 Fairhill Road Cleveland, Ohio 44120 Phone : 216-231-6260 n/a n/a Manual Posting	N	0

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31	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
32	Non-Employee Referral	N	1
33	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
34	Oberlin College 155 N. Professor Street Oberlin, Ohio 44074 Phone : 440-775-8104 Email : career.services@oberlin.edu Career Services	N	0
35	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
36	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Cleveland, Ohio 44125 Phone : 216-503-5900 Email : dclark@beonair.com Dee Clark	Y	0
37	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

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38	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
39	Radio station websites 6200 Oaktree Blvd. 4th floor Indence, Ohio 44131 Phone : 216-986-8813 Andrea Castillo Manual Posting	N	0
40	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
41	Unknown (source not adequately identified upon inquiry by SEU)	N	1
42	Urban League of Greater Cleveland 1255 Euclid Avenue Suite 205 Cleveland, Ohio 44115 Phone : 216-622-0999 Cordell Stokes Manual Posting	N	0
43	Ursuline College 2550 Lander Road Pepper Pike, Ohio 44124 Phone : 440-646-8324 Gerry Sullivan Manual Posting	Y	0
44	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
45	Word of Mouth Referral	N	7

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46	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
47	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:			38

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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	7/2/2018	Participation in events or programs sponsored by educational institutions	Our on-air personality was the keynote speaker at Radio Massasoit at Massasoit Community College. He was also on a panel discussion and then met with several of the students one-on-one regarding a broadcasting career.	1	On-Air Personality
2	9/27/2018	Participation in events sponsored by community groups	Our on-air personality spoke/sponsored First Steps Towards College and Scholarships at the Southeast Branch Library to parents and students. He spoke of his broadcasting/media career. iHM info was handed out.	1	On-Air Personality
3	10/9/2018	Participation in events or programs sponsored by educational institutions	Our News Anchor gave a tour of the stations to Cuyahoga Community College's Intro to Mass Communication Class. IHM info was handed out and broadcasting career questions answered.	1	WTAM News Anchor
4	10/11/2018	Co Sponsoring Job Fair	Our SEU is a sponsor of the Rocky River Chamber Business Expo 2018 in a recruitment and networking effort. iHM info and job openings will be handed out. Two of our top account executives will be representing us at the expo.	2	Account Executive Account Executive
5	10/18/2018	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for the broadcasting class of Cuyahoga Falls High School. During the tour, they visited the stations and toured the facility. He discussed careers in the media industry and distributed iHeartMedia info.	1	Traffic Reporter
6	10/23/2018	Participation in events or programs sponsored by educational institutions	Our on-air personality spoke to seniors at Valley Forge High School about college success and scholarships. He also spoke of his broadcasting/media career. iHM info was handed out.	1	On-Air Personality
7	10/23/2018	Participation in events or programs sponsored by educational institutions	On-air personality spoke to several local high schools to seniors interested in a media career. iHeart info was distributed. Valley Forge - 10/23/18, Padua - 10/24/18, East Lake North - 10/31/18, Chagrin Falls - 11/9/18, Mentor - 11/30/18	1	On-Air Host

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8	11/1/2018	Participation in events or programs sponsored by educational institutions	Our Production Imaging Director was asked to speak to Ashland University's Special Topics in Digital Media class. He spoke of the Digital Media world and iHeartMedia. iHM info was handed out to the class.	1	Production Imaging Director
9	1/8/2019	Participation in Job Fairs	iHeartMedia sent two representatives to the Cleveland Cavaliers job fair at Quicken Loans Arena to talk to those interested in a broadcasting career and any open jobs in the Cleveland office on January 8, 2019.	2	Sales Manager Account Executive
10	1/16/2019	Participation in events or programs sponsored by educational institutions	Speaking engagement with Berkshire High School seniors who are interested in a broadcasting career on January 16, 2019.	1	On-Air Host
11	1/16/2019	Participation in events or programs sponsored by educational institutions	WTAM Program Director Ray Davis is participating in the "Values in Action" High School Training Program. Values in Action is a non-profit group. Their program is a workforce development curriculum for high schools, career centers and community colleges aimed at teaching employment-seeking students including those interested in broadcasting, the importance of exhibiting values in the interview process and ultimately in the workplace. Through classroom training, students will be better equipped to enter the workplace and take on day to day responsibilities with a values centered mindset.	1	Program Director
12	2/19/2019	Participation in events or programs sponsored by educational institutions	On Air Host Mark Bishop spoke to Mr. Robert Noll's Integrated Marketing class at John Carroll University on 2/19/19. He talked about the realities of working in the media business.	1	On Air Host
13	2/27/2019	Participation in events or programs sponsored by educational institutions	Promotion Events Support staff member Brittany Craighead spoke on an alumni Women in Broadcasting panel at Ohio Media School on 2/27/19. She talked to students about how she got into her role at iHeartMedia and gave students advice about working in broadcast media.	1	Promotion Events Support

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14	2/27/2019	Participation in events or programs sponsored by educational institutions	WTAM Program Director Ray Davis is participating in the "Values in Action" High School Training Program. Values in Action is a non-profit group. Their program is a workforce development curriculum for high schools, career centers and community colleges aimed at teaching employment-seeking students including those interested in broadcasting, the importance of exhibiting values in the interview process and ultimately in the workplace. Through classroom training, students will be better equipped to enter the workplace and take on day to day responsibilities with a values centered mindset.	1	Program Director
15	3/6/2019	Participation in events sponsored by community groups	On Air Host Mark Bishop spoke to the Parish Council and Knights of Columbus at St. Clarence Church about working in the media business.	1	On Air Host
16	3/8/2019	Participation in events or programs sponsored by educational institutions	WTAM Program Director Ray Davis is participating in the "Values in Action" High School Training Program. Values in Action is a non-profit group. Their program is a workforce development curriculum for high schools, career centers and community colleges aimed at teaching employment-seeking students including those interested in broadcasting, the importance of exhibiting values in the interview process and ultimately in the workplace. Through classroom training, students will be better equipped to enter the workplace and take on day to day responsibilities with a values centered mindset.	1	Program Director
17	3/21/2019	Participation in events or programs sponsored by educational institutions	Senior Account Executive Patrick Bittel spoke to students at John Carroll University about a sales career at iHeartMedia on 3/21/19. He gave a full presentation about the company, presented iHeart offerings, and handed out his iHeartMedia business card.	1	Senior Account Executive

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18	4/12/2019	Participation in events or programs sponsored by educational institutions	WTAM Program Director Ray Davis is participating in the "Values in Action" High School Training Program. Values in Action is a non-profit group. Their program is a workforce development curriculum for high schools, career centers and community colleges aimed at teaching employment-seeking students including those interested in broadcasting, the importance of exhibiting values in the interview process and ultimately in the workplace. Through classroom training, students will be better equipped to enter the workplace and take on day to day responsibilities with a values centered mindset.	1	Program Director
19	5/3/2019	Participation in events or programs sponsored by educational institutions	VP of Sales Tiffany Cooke spoke to her son's fourth grade class at East Woods School for "visiting professor" on 5/3/19. She talked to students about iHeartMedia and gave examples of events and festivals. She also talked about advertising sales and what she does as VP of Sales.	1	VP of Sales
20	5/3/2019	Participation in events or programs sponsored by educational institutions	Mark "Munch" Bishop attended Career Day for the Cleveland Municipal School District on 5/3/19. He spoke to five 7th and 8th grade classes at Ben Franklin Elementary in Old Brooklyn. He shared information on the media business and his career plus his daily/weekly duties, and then took questions.	1	On Air Host
21	5/6/2019	Participation in events or programs sponsored by educational institutions	Jeff Zukauckas hosted a student from Walsh Jesuit High School for shadowing. The student was interested in a broadcasting career. This student shadowed all departments in the building from 5/6/19 - 5/24/19.	1	VP Marketing, Brands and Promotion

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22	5/8/2019	Participation in events or programs sponsored by educational institutions	WTAM Program Director Ray Davis is participating in the "Values in Action" High School Training Program. Values in Action is a non-profit group. Their program is a workforce development curriculum for high schools, career centers and community colleges aimed at teaching employment-seeking students including those interested in broadcasting, the importance of exhibiting values in the interview process and ultimately in the workplace. Through classroom training, students will be better equipped to enter the workplace and take on day to day responsibilities with a values centered mindset.	1	Program Director
23	5/17/2019	Participation in events or programs sponsored by educational institutions	WTAM Program Director Ray Davis is participating in the "Values in Action" High School Training Program. Values in Action is a non-profit group. Their program is a workforce development curriculum for high schools, career centers and community colleges aimed at teaching employment-seeking students including those interested in broadcasting, the importance of exhibiting values in the interview process and ultimately in the workplace. Through classroom training, students will be better equipped to enter the workplace and take on day to day responsibilities with a values centered mindset.	1	Program Director
24	5/22/2019	Participation in events or programs sponsored by educational institutions	General Sales Manager Matt Razzante and Real 106.1 On Air Talent DJ Ace took Christian Kirksey from the Browns to Benedictine High School on Wednesday, May 22, 2019 for a student assembly. General Sales Manager Matt Razzante spoke to students about finding "what's your motivation" and also talked about his career path within iHeartMedia and the broadcast industry.	2	General Sales Manager On Air Talent

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25	5/22/2019	Participation in events or programs sponsored by educational institutions	WTAM host Geraldo Rivera spoke to the 8th grade students who will be entering Lincoln West High School on Wednesday, May 22nd. Lincoln West is part of the Cleveland Metropolitan School District and has a large multicultural and multilingual student base including first generation American immigrants from Puerto Rico. Rivera gave a motivational speech to the students about taking advantage of an education to better their lives and to be proud of their ethnic heritage.	1	On Air Host