

WAKS, WGAR-FM, WHLK, WMJI, WMMS, WTAM
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019¹

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

¹ This Report was modified in August 2019 to address reporting issues.

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

* Some interviewees included herein belong to a pool that produced multiple hires overlapping the May 31, 2018 reporting deadline. As a result, the related pool of interviewees is included in both this reporting period and the one immediately preceding it.

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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	3
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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 - Not Directly Contacted by SEU	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 (via active sourcing and/or self-referral)	N	9
27	LinkedIn (via active sourcing and/or self-referral)	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 (navigation link to corporate careers website) 6200 Oaktree Blvd. 4th floor Indence, Ohio 44131 Phone : 216-986-8813 Andrea Castillo	N	0
40	Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Email : jpoisson@specshoward.edu Jessica Poxson	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:			39

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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 is the Founder of the Malone Scholarship at College Now. He spoke about his broadcast career at the Southeast Branch Library on September 27, 2018. 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	Participation in Job Fairs	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	Between October and November 2018, our SEU's on-air personality spoke at several local high schools with seniors interested in a media careers. The schools visited included Valley Forge (10/23/18), Padua (10/24/18), East Lake North (10/31/18), Chagrin Falls (11/9/18), and Mentor (11/30/18). Topics covered included careers in broadcasting and the skills needed to succeed.	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 career opportunities in broadcasting.	1	Production Imaging Director
9	1/8/2019	Participation in Job Fairs	On January 8, 2019, our SEU participated in a job fair hosted by the Cleveland Cavaliers at the Quicken Loans Arena. SEU participants included our Sales Manager and Account Executive, who collected resumes and spoke with attendees about career opportunities in broadcasting.	2	Sales Manager Account Executive
10	1/16/2019	Participation in events or programs sponsored by educational institutions	On January 16, 2019, our SEU's On-Air host spoke with Berkshire High School seniors who are interested in broadcasting about the skills needed to succeed in the industry.	1	On-Air Host
11	1/16/2019	Participation in events or programs sponsored by educational institutions	On January 16, 2019, our SEU's Program Director participated 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 February 19, 2019, our SEU's On Air Host spoke to Mr. Robert Noll's Integrated Marketing class at John Carroll University. He talked about career opportunities in broadcasting.	1	On Air Host

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13	2/27/2019	Participation in events or programs sponsored by educational institutions	On February 27, 2019, our SEU's Program Director participated 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
14	2/27/2019	Participation in events or programs sponsored by educational institutions	On February 27, 2019, our SEU's Promotion Events Support staff member spoke on an alumni Women in Broadcasting panel at Ohio Media School. 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
15	3/6/2019	Participation in events sponsored by community groups	On March 6, 2019, our SEU's On Air Host 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	On March 8, 2019, our SEU's Program Director participated 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

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17	3/21/2019	Participation in events or programs sponsored by educational institutions	Our SEU's Senior Account Executive spoke to students at John Carroll University about careers in sales at iHeartMedia Cleveland. He gave a full presentation about the company, presented iHeart offerings, and handed out his iHeartMedia business card.	1	Senior Account Executive
18	4/12/2019	Participation in events or programs sponsored by educational institutions	On April 12, 2019, our SEU's Program Director participated 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	On May 3, 2019, our SEU's VP of Sales spoke to students at East Woods School. She talked to students about iHeartMedia and gave examples of events and festivals. She also talked about advertising sales, what she does as VP of Sales, as well as broadcasting careers generally.	1	VP of Sales
20	5/3/2019	Participation in events or programs sponsored by educational institutions	On May 3, 2019, our SEU's On Air Host attended Career Day for the Cleveland Municipal School District. He spoke to students 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	From May 6, 2019 through May 24, 2019, our SEU hosted a student from Walsh Jesuit High School for a job shadowing experience. The student shadowed all of our departments and was supervised by our VP of Marketing.	1	VP Marketing, Brands and Promotion

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
22	5/8/2019	Participation in events or programs sponsored by educational institutions	On May 8, 2019, our SEU's Program Director participated 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	On May 17, 2019, our SEU's Program Director participated 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	On May 22, 2019, our SEU's General Sales Manager and On Air Talent took Christian Kirksey from the Cleveland Browns to Benedictine High School to speak with students. As part of the event, our General Sales Manager spoke to students about finding "your motivation" and also talked about his career path within iHeartMedia and the broadcast industry.	2	General Sales Manager On Air Talent