

WCKY, WEBN, WKFS, WKRC, WLW, WSAI
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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	1-2, 4-5, 8-9, 11, 14, 16, 18-21, 23, 26-27, 29-30	11
Promotions Director	1-6, 8-10, 12-19, 22, 24-25, 27-30	25
Promotion Event Support	1-2, 4-9, 12, 14, 16-19, 22, 26-30	7

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Chamber of Commerce 2945 Gilbert Avenue Cincinnati, Ohio 45206 Phone : 513-751-9900 Email : info@african-americanchamber.com Marie Hughes	N	0
2	American Advertising Federation 602 Main Street, Suite 806 Cincinnati, Ohio 45202 Phone : 513.984.9990 Email : jthompson@aafcincinnati.org Judy Thompson	N	0
3	Central State University - Career Services 1400 Brush Row Road PO Box 1004 Wilberforce, Ohio 45384 Phone : 937-376-6444 Url : careers.centralstate.edu Isabella Cayo Manual Posting	N	0
4	Cinci/Hamilton Cnty Community Action Agency 1740 Langdon Farm Road Cincinnati, Ohio 45237 Phone : 513-569-1840 EXT 2423 Email : ldearmond@cincy-caa.org Laverne Dearmond	N	0
5	Cincinnati Enquirer 312 Elm Street Cincinnati, Ohio 45202 Phone : 513-768-8334 Email : cgoetz@enquirer.com Christie Goetz	N	0
6	College of Mount St Joseph 5701 Delhi Road Cincinnati, Ohio 45223 Phone : 513-244-4888 Url : myinterfase.com/msj/employer/ Email : Career.Center@msj.edu Kenita Kelly	N	0
7	Employee Referral	N	1

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8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
9	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	2
10	Internal Transfer/Promotion	N	1
11	LinkedIn - Not directly contacted by SEU	N	5
12	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	0
13	Miami University 241 Hoyt Hall Oxford, Ohio 45056 Phone : 513-529-3822 Url : miamiucsm.symplicity.com/employers/ Melissa Brown Manual Posting	N	0
14	Morehead State University 322 Allie Young Hall Morehead, Kentucky 40351 Phone : 606-783-2233 Email : careerservices@moreheadstate.edu Ingrid McKinney	N	0

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15	Northern Kentucky University University Center Suite 230 Nunn Highland Heights, Kentucky 41099 Phone : 859-572-5900 Url : careerservices.nku.edu Juliane Stockman Manual Posting	N	0
16	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Email : oab@oab.org Patricia Geary	N	0
17	Ohio Baptist General Convention 818 S. Fred Shuttlesworth Cir Cincinnati, Ohio 45229 Phone : 513-281-5942 Email : jamespankey@fuse.net James Pankey	N	0
18	Ohio Center for Broadcasting 6703 Madison Cincinnati, Ohio 45227 Phone : 513-271-6060 Email : dclark@beonair.com Don Clark	N	0
19	OHIO ILLINOIS CENTER FOR BROADCASTING 5330 E. Main Street, Suite 200 Columbus, Ohio 43213 Phone : 614.655.5250 x5107 Url : www.funjobsonair.com Email : amoore@beonair.com Alvis Moore	N	0
20	Ohio Means Jobs 895 Central Ave. 7th Floor Cincinnati, Ohio 45202 Phone : 513-852-3260 Url : www.ohiomeansjobs.com Email : PETERR@jfs.hamilton-co.org Rosemary Peterson	N	0
21	On-Air Announcement (One or More SEU Stations)	N	1

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22	Santa Maria Community Services 2918 Price Avenue Cincinnati, Ohio 45204 Phone : 513-587-6920 EXT 305 Email : HR@santamaria-cincy.org Thanapat Vichitchot	N	0
23	Station Website Posting (navigation link to corporate careers website)	N	1
24	Thomas More University 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-344-3386 Url : www.collegecentral.com/thomasmore Emily Hellmann Manual Posting	N	0
25	Unknown (source not adequately identified upon inquiry by SEU)	N	2
26	Urban League of Greater Cincinnati 3458 Reading Rd Cincinnati, Ohio 45229 Phone : 513-281-9955 Email : rshabazz@gcul.org Fax : 1-513-281-0466 Rocky Shabazz	N	0
27	WCSU Cosby Mass Communication Center Wilberforce, Ohio 45384 Phone : 937-376-2911 Email : wcsu@centralstate.edu Jack Williams	N	0
28	Wilberforce University 1055 N. Bickett Road Wilberforce, Ohio 45384 Phone : 937-376-2911 Email : pcarter@wilberforce.edu Career Services	N	0

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29	Wilmington College Pyle Center Box 1306 Wilmington, Ohio 45177 Phone : 937-382-6661 EXT 299 Email : wilmington.career.services@gmail.com Career Services	N	0
30	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			13

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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	5/22/2023	Provision of training to management	On May, 22, 2023, our SEU's Market president took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Market president
2	5/25/2023	Provision of training to management	On May, 25, 2023, our SEU's Market President took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Market president
3	5/25/2023	Provision of training to management	On May, 25, 2023, our SEU's Market President took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Market president
4	5/25/2023	Provision of training to management	On May, 25, 2023, our SEU's Market President took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Market president