

**WCKY-FM, WCWA, WIOT, WRVF, WSPD, WVKS**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2023 - May 31, 2024**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>                      | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|---------------------------------------|--|-------------------------------|
| On Air Talent and Promotions Director | 1-12   | 4                             |

# WCKY-FM, WCWA, WIOT, WRVF, WSPD, WVKS

## EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

### 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         | Bowling Green State University<br>Bowling Green State University<br>Bowling Green, Ohio<br>Url : bgsu.edu<br>N/A Handshake.com<br>Manual Posting  | N   | 0  |
| 2         | Career Development Agency<br>3000 Elida Road Suite 3<br>Lima, Ohio 45805<br>Email : cdc@wcoil.com<br>Jennifer Butler  | N   | 0  |
| 3         | Davis College<br>4747 Monroe St<br>Toledo, Ohio 43613<br>Phone : 419-473-2700<br>Email : dbrunner@daviscollege.edu<br>Career Services   | N   | 0  |
| 4         | Employee Referral   | N   | 2  |
| 5         | Google Jobs - Not directly contacted by SEU   | N   | 1  |
| 6         | iHeartMedia.dejobs.org<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a><br>Talent Acquisition Coordinator<br>Manual Posting   | N   | 0  |
| 7         | iHeartMediaCareers.com<br>20880 Stone Oak Pkwy<br>San Antonio, Texas 78258<br>Phone : 210-253-5126<br>Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a><br>Talent Acquisition Coordinator<br>Manual Posting   | N   | 0  |
| 8         | LinkedIn – automatically posted from<br>iHeartMediaCareers.com<br>1000 W Maude Ave<br>Sunnyvale, California 94085<br>Phone : 650-687-3600<br>Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a><br>Career Services<br>Manual Posting | N   | 1  |

# WCKY-FM, WCWA, WIOT, WRVF, WSPD, WVKS

## EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

### 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 |
|--|---|---|--|
| 9  | Lourdes University<br>Placement Office 6832 Convent Blvd<br>Sylvania, Ohio 45360<br>Phone : 419-885-3211<br>Career Services<br>Manual Posting   | N   | 0  |
| 10   | Owens Community College<br>PO BOX 10,000<br>Toledo, Ohio 43699<br>Phone : 567-429-3509<br>Email : careerservices@owens.edu<br>Career Services   | N   | 0  |
| 11   | Specs Howard School<br>Placement Office 19900 West 9 Mile Rd<br>Southfield, Michigan 48075<br>Phone : 248-358-9000<br>Email : nshiner@specshoward.edu<br>Career Services                                  | N   | 0  |
| 12   | www.mediagignow.com<br>550 W. Jackson Blvd Suite 200<br>Chicago, Illinois 60661<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N   | 0  |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |   | <b>4</b>   |

# WCKY-FM, WCWA, WIOT, WRVF, WSPD, WVKS

## EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

### III. RECRUITMENT INITIATIVES

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b> | <b>Brief Description Of Activity</b>  | <b>No. of Stations Participants</b> | <b>Participant Title</b>                      |
|---|-------------|--|---|-------------------------------------|---|
| 1 | 2/1/2024    | Establishment of a mentoring program                   | Beginning on February 1, 2024, our SEU's Senior Account Executive worked with a newly hired Account Executive to mentor her in the use of our sales tools, sales process, and commission structure. The program included weekly meetings and as-needed guidance on training modules as well as job shadowing. This maximized the new AE's career development potential and helped establish a deeper relationship between veterans and new hires. | 2                                   | Senior Account Executive<br>Account Executive |
| 2 | 5/7/2024    | Participation in Job Fairs                             | On May 7, 2024, iHeart Media Toledo participated in the Ohio Means Jobs and the University of Northwest Ohio Job Fair. The SEU's Market President disseminated information on job opportunities, accepted resumes, and spoke with attendees about internships and careers in broadcasting.  | 1                                   | Market President                              |