

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

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

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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	Bowling Green State University Bowling Green State University Bowling Green, Ohio Url : bgsu.edu N/A Handshake.com Manual Posting	N	0
2	Career Development Agency 3000 Elida Road Suite 3 Lima, Ohio 45805 Email : cdc@wcoil.com Jennifer Butler	N	0
3	Davis College 4747 Monroe St Toledo, Ohio 43613 Phone : 419-473-2700 Email : dbrunner@daviscollege.edu Career Services	N	0
4	Employee Referral	N	2
5	Google Jobs - Not directly contacted by SEU	N	1
6	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
7	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	0
8	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	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Lourdes University Placement Office 6832 Convent Blvd Sylvania, Ohio 45360 Phone : 419-885-3211 Career Services Manual Posting	N	0
10	Owens Community College PO BOX 10,000 Toledo, Ohio 43699 Phone : 567-429-3509 Email : careerservices@owens.edu Career Services	N	0
11	Specs Howard School Placement Office 19900 West 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Email : nshiner@specshoward.edu Career Services	N	0
12	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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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	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 at the stations to mentor her in the use of our Sales Tools Training, the Sales Process and our Commission Structure. The program included weekly meetings and as needed, guidance on training modules, job shadowing, and role play. The training also focused on how to identify and act upon multi-market sales opportunities, a key skill needed for more senior sales roles. This maximized the new AE's career development potential and established a deeper relationship between veterans and new hires.	2	Senior Account Executive Account Executive
2	4/25/2024	Participation in events or programs sponsored by educational institutions	On April 25, 2024, our SEU's Market President took part in "The Amazing Shake" at Tinora Middle School where kids learn to properly greet adults, shake hands, ask about their jobs, network, and create mock interview scenarios. We were able to educate and speak to the students on what a job in broadcasting/media looks like and how people interact with our stations and personalities on a daily basis.	1	Market President
3	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