

WARF, WHLO, WHOF, WKDD, WRQK-FM
EEO PUBLIC FILE REPORT
June 1, 2024 - May 31, 2025

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	1-16, 18-31, 33-38, 40-56, 58-63	27
Account Executive	2-7, 9-34, 36-43, 45-62	14

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AllAccess.com 28955 Pacific Coast Hwy Malibu, California 90265 Email : jdenver@allaccess.com Career Services	N	0
2	Alliance Area Chamber of Commerce 210 E. Main Street Alliance, Ohio 44601 Phone : 330-823-6260 Email : Mark@allianceohiochamber.org Mark Locke	N	0
3	American Sportscasters Association, Inc. 225 Broadway Suite 2030 New York, New York 10007 Email : LSchwa8918@aol.com Career Services	N	0
4	Ashland University 40 College Avenue Ashland, Ohio 44805 Career Services Manual Posting	N	0
5	Baldwin Wallace College 275 Eastland Road Berea, Ohio 44017 Phone : 2108199707 Career Services Manual Posting	N	0
6	Bowling Green State University 318 Math Science Bowling Green, Ohio 43403 career Services Manual Posting	N	0
7	Bryant & Stratton College 3121 Euclid Avenue Cleveland, Ohio 44115 Career Services Manual Posting	N	0

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8	Canton Repository 500 S. Market Street Canton, Ohio 44702 Phone : 330-580-8400 Email : classconnect@cantonrep.com Classified Advertising	N	0
9	City of Massillon EEO Office Massillon City Hall Massillon, Ohio 44646 Phone : 330-830-1734 Email : LBenson@MassillonOhio.gov Linda Benson	N	0
10	Cleveland State University Career Svcs 2344 Euclid Avenue Euclid Building Cleveland, Ohio 44115 Phone : 216-523-7416 Jessica Colombi Manual Posting	N	0
11	College of Wooster 1189 Beall Avenue Wooster, Ohio 44691 Phone : 330-263-2526 Career Services Manual Posting	N	0
12	Cuyahoga Community College 2415 Woodland Avenue Room 239 Cleveland, Ohio 44115 Career Services Manual Posting	N	0
13	DeVry University 6000 Lombardo Seven Hills, Ohio 44131 Email : CSlovinski@devry.edu Career Services	N	0
14	Employee Referral	N	5
15	Employment Connection/Ohio Means Jobs 11699 Brookpark Road Parma, Ohio 44130 Email : omj-help-desk@jfs.ohio.gov Career Services	N	0

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16	Goodwill Industries 408 Ninth Street SW Canton, Ohio 44707 Phone : 330-445-1065 Email : info@goodwillakron.org Crystal Page	N	0
17	Handshake (job dissemination tool facilitating postings to multiple colleges and universities)	N	1
18	Hiram College P.O. Box 67 Hiram, Ohio 44234 Email : careercenter@hiram.edu Career Services	N	0
19	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
20	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	1
21	Indeed.com - Not directly contacted by SEU	N	8
22	John Carroll University 20700 North Park Blvd Cleveland, Ohio 44118 Career Services Manual Posting	N	0
23	JRC - John Robert Coleman Center 1731 Grace Avenue NE Canton, Ohio 44705 Phone : 330-455-3873 Email : info@jrccares.org Lee Ann Chiewitz	N	0

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24	Kent State University Career Svcs 261 Michael Schwartz Ctr PO Box 5190 Kent, Ohio 44240 Phone : 330-672-8361 Url : kent.edu K. Grau Manual Posting	N	0
25	Lake Erie College 391 W. Washington St Painesville, Ohio 44077 Career Services Manual Posting	N	0
26	Lakeland Community College 7700 Clocktower Drive Kirtland, Ohio 44094 Email : careerservices@lakelandcc.edu Career Services	N	0
27	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	11
28	Lorain County Community College 1005 Abbe Road Elyria, Ohio 44094 Email : careers@lorainccc.edu Career Services	N	0
29	Mahoning County Joint Vocational School 7300 N. Palmyra Rd Canfield, Ohio 44406 Email : Jim.jarvis@mahoningctc.com Career Services	N	0
30	Malone College 2600 Cleveland Ave. NW Canton, Ohio 44709 Phone : 330-471-8250 Email : css@malone.edu Career Services	N	0

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31	Marietta College 215 Fifth Street Marietta, Ohio 45750 Career Services Manual Posting	N	0
32	Monster - Not directly contacted by SEU	N	1
33	NAACP Placement Office 2131 Fairhill Road Cleveland, Ohio Email : Clevelandbranchnaacp@gmail.com Career Services	N	0
34	National Assoc of Hispanic Journalists 1193 National Press Bldg Washington, District of Columbia Email : nahj@nahj.org Career Services	N	0
35	Notre Dame College 4545 College Road Cleveland, Ohio Career Services Manual Posting	N	0
36	Office of Equal Opportunity 601 Lakeside Avenue Cleveland, Ohio Fax : 1-216-664-3870 Career Services	N	0
37	Office of Multicultural Development Simmons Hall Room 305 Complex University of Akron Akron, Ohio 44325-1804 Phone : 330-972-6769 Email : rjp28@uakron.edu Reyna J. Perez	N	0
38	Ohio Center for Broadcasting Cleveland Campus 9885 Rockside Road, Suite 160 Valley View, Ohio Email : jhardy@beonair.com Career Services	N	0

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39	Ohio Dept. of Job and Family Services Employment Resource Center 570 E. Waterloo Road Akron, Ohio Phone : 614-466-6650 Email : bret.crow@jfs.ohio.gov Fax : 1-614-466-6185 Bret Crow	N	0
40	Ohio Means Jobs 822 30th St NW Canton, Ohio 44709 Phone : 614-466-6650 Email : angela.terez@jfs.ohio.gov Angela Terez	N	0
41	Ohio Media School - Cleveland 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216-447-9117 Email : Lleciejewski@Beonair.com Fax : 1-234-203-2768 Linda Leciejewski	N	0
42	Ohio State University 48 Townshend Hall Columbus, Ohio Career Services Manual Posting	N	0
43	Ohio University Baker University Center, 533 Athens, Ohio Career Services Manual Posting	N	0
44	On-Air Announcement (One or More SEU Stations)	N	1
45	Radio 1 Broadcast School 700 3rd Street N. LL-7 LaCrosse, Wisconsin Email : director@radio1school.com Career Services	N	0

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46	Specs Howard School of Broadcast Arts 19900 W. Nine Mile Road Southfield, Michigan Email : nshiner@specshoward.edu Career Services	N	0
47	Stark Jobs.com 555 Market Ave. North Suite 201 Canton, Ohio 44702 Url : starkjobs.com Email : info@careermarketplace.com Career Services	Y	0
48	Stark State Technical College 6200 Frank Avenue NW Canton, Ohio 44720 Phone : 330-494-6170 Email : alane@starkstate.edu Mandy Hinkel	N	0
49	Summit County Dept of Job & Family Services 1180 S Main Street #102 Akron, Ohio 44301 Phone : 330-643-8200 Email : SummitE-Docs@jfs.ohio.gov Mr. Alltop	N	0
50	Thiel College 75 College Ave. Greenville, Pennsylvania 16125 Career Service Manual Posting	N	0
51	Trumbull Career & Technical Center 528 Educational Highway Warren, Ohio 44483 Phone : 330-369-3202 Email : koula.glarosross@tctchome.com Koula Glaros-Ross Gensburg	N	0
52	University of Akron Career Management Chrank Hall North Room 153 Akron, Ohio Barbara Ferrell Manual Posting	N	0

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53	University of Mount Union 1972 Clark Avenue Alliance, Ohio 44601 Phone : 330-823-8685 Sara Fugett Manual Posting	N	0
54	Unknown (source not adequately identified upon inquiry by SEU)	N	5
55	Urban League of Greater Cleveland 1255 Euclid Avenue Cleveland, Ohio Fax : 1-216-622-0997 Career Services	N	0
56	Ursuline College 2550 Lander Road Pepper Pike, Ohio Career Services Manual Posting	N	0
57	Vocational Guidance Services-I.T. Training Program 2239 E. 55th Street Cleveland, Ohio Email : info@vgsjob.org Career Services	N	0
58	Westminster College Career Placement Dept New Wilmington, Pennsylvania Career Services Manual Posting	N	0
59	Women in Communications 100 Executive Parkway Hudson, Ohio 44236 Phone : 216-556-4890 Email : members@womcom.org Personnel Dept	Y	0
60	Workforce Initiative Association 822 30th Street NW Canton, Ohio 44709 Phone : 330-433-9675 Email : info@omjwork.com Career Services	Y	0

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61	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
62	Youngstown State University 1 University Plaza Youngstown, Ohio Career Services Manual Posting	N	0
63	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			34

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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	5/22/2025	Participation in events sponsored by organizations representing the community	On May 22, 2025, our SEU attended the Unmute the Uncomfortable Symposium. This is a community DEI event in the region and gives potential job seekers the opportunity to meet local businesses and employers. Our Market President connected with job seekers and spoke to potential future employees while sharing job opportunities in broadcasting and radio and career opportunities with iHeart Media. Participants were also provided with a flyer that shared our QR code for the iHeart Media career page.	1	Market President