

**WCOL-FM, WNCI, WODC, WTVN, WXZX, WYTS, WZCB**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-6, 8-15	8
Outside Account Executive - Digital	2, 4-5, 7-10, 14-15	14
Outside Account Executive - Digital	2, 4-5, 7-10, 14-15	9
Outside Account Executive - Digital	2, 4-5, 7-10, 14-15	14

**WCOL-FM, WNCI, WODC, WTVN, WXZX, WYTS, WZCB****EEO PUBLIC FILE REPORT****June 1, 2024 - May 31, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Central State University 1400 Brush Row Road P.O. Box 1004 Wilberforce, Ohio 45384 Phone : 937.376.6444 Elizabeth Beemer Manual Posting	N	0
2	Employee Referral	N	7
3	Facebook post - Not directly contacted by SEU	N	1
4	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
5	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	1
6	Indeed.com - Not directly contacted by SEU	N	3
7	LinkedIn - Not directly contacted by SEU	N	1
8	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	19
9	Non-Employee Referral	N	5
10	Ohio Media School (formerly Ohio Centers for Broadcasting) 5330 E. Main Street Columbus, Ohio 43213 Phone : 614-655-5250 Email : <a href="mailto:lwagner@beonair.com">lwagner@beonair.com</a> Lee Wagner	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
11	Ohio State University Student Academic Services Building 281 West Lane Avenue, 3rd Floor Columbus, Ohio 43210-1132 Phone : 614.292.8236 Jackie Lipscomb Manual Posting	N	0
12	Ohio University One Park Place Baker University Center 533 Athens, Ohio 45701 Phone : 740-593-2909 Aaron Sturgill Manual Posting	N	0
13	Station Website Posting (navigation link to corporate careers website)	N	2
14	Unknown (source not adequately identified upon inquiry by SEU)	N	4
15	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>43</b>

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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	7/2/2024	Participation in events sponsored by organizations representing the community	On July 2, 2024, our SEU's air personalities served as hosts for the "POP-UP REUNION." The event was a celebration of the classes of 2019-2023 for academic success. The event was sponsored by the educational group ComPASS, which acknowledges educational achievements of area students. Our air personalities hosted the event and talked to individual students about career opportunities in our industry and at iHeartMedia. They also discussed the courses that best fit for preparation to enter the media workforce.	2	On-Air Talent On-Air Talent
2	8/8/2024	Participation in Job Fairs	On August 8, 2024, our SEU participated in the Columbus Choice Career Fair. Our Digital Sales Manager connected with job seekers and spoke with potential future employees while sharing information about broadcasting and radio careers with iHeartMedia.	1	Digital Sales Manager
3	10/3/2024	Participation in Job Fairs	On October 3, 2024, our SEU participated in the Columbus Choice Career Fair. Station participants included our Program Director, who interviewed and spoke with attendees about job opportunities with our radio stations.	1	Program Director
4	12/12/2024	Participation in Job Fairs	On December 12, 2024, our SEU participated in the Columbus Choice Career Fair. Our Program Director connected with job seekers and spoke with potential future employees while sharing information about broadcasting and radio careers with iHeartMedia.	1	Program Director
5	2/23/2025	Participation in events or programs sponsored by educational institutions	On February 23, 2025, our Market President, served as a speaker during a class titled Sales & Sales Management at University of Charleston in Charleston, WV. He addressed careers in marketing and media and shared his career path in broadcasting, how to break into the broadcast industry, educational requirements for a career in broadcasting, etc.	1	Market President

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	<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>
6	4/10/2025	Participation in Job Fairs	On April 10, 2025, our SEU participated in the Columbus Choice Career Fair. Our Program Director connected with job seekers and spoke with potential future employees while sharing information about broadcasting and career opportunities in radio with iHeartMedia.	1	Program Director
7	5/29/2025	Provision of training to management	May 29, 2025, our SEU's Market President took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Market President