

WCKY, WEBN, WKFS, WKRC, WLW, WSAI
EEO PUBLIC FILE REPORT
June 1, 2025 - May 31, 2026

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
Outside Account Executive	1-6, 9-29	24
Outside Account Executive	1-6, 9-29	6
Outside Account Executive	7	7
Market President, Cincinnati	1, 3-5, 8-10, 12-14, 16-17, 19-21, 23-29	8

WCKY, WEBN, WKFS, WKRC, WLW, WSAI
EEO PUBLIC FILE REPORT

June 1, 2025 - May 31, 2026

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 - CSU 1400 Brush Row Road PO Box 1004 Wilberforce, Ohio 45384 Phone : 937-376-6444 Url : wcsu@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	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
6	Employee Referral	N	2
7	Exigent Circumstances	N	1
8	Former Intern	N	1

**WCKY, WEBN, WKFS, WKRC, WLW, WSAI
EEO PUBLIC FILE REPORT**

June 1, 2025 - May 31, 2026

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
9	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
10	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
11	Indeed.com - Not directly contacted by SEU	N	1
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	1
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
15	Non-Employee Referral	N	1

**WCKY, WEBN, WKFS, WKRC, WLW, WSAI
EEO PUBLIC FILE REPORT**

June 1, 2025 - May 31, 2026

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
16	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
17	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
18	Ohio Baptist General Convention 818 S. Fred Shuttlesworth Cir Cincinnati, Ohio 45229 Phone : 513-281-5942 Email : jamespankey@fuse.net James Pankey	N	0
19	Ohio Center for Broadcasting 6703 Madison Cincinnati, Ohio 45227 Phone : 513-271-6060 Email : dclark@beonair.com Don Clark	N	0
20	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
21	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

**WCKY, WEBN, WKFS, WKRC, WLW, WSAI
EEO PUBLIC FILE REPORT**

June 1, 2025 - May 31, 2026

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
22	Thomas More University 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-344-3386 Url : www.collegecentral.com/thomasmore Email : hellmae@thomasmore.edu Emily Hellmann	N	0
23	University of Cincinnati PO Box 210115 Cincinnati, Ohio 45221 Phone : 513-556-3471 Url : www.recruitacat.com Career Services Manual Posting	N	0
24	Unknown (source not adequately identified upon inquiry by SEU)	N	2
25	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
26	Wilberforce University 1055 N. Bickett Road Wilberforce, Ohio 45384 Phone : 937-376-2911 Url : pcarter@wilberforce.edu Career Services Manual Posting	N	0
27	Wilmington College Pyle Center Box 1306 Wilmington, Ohio 45177 Phone : 937-382-6661 EXT 299 Url : pcarter@wilberforce.edu Career Services Manual Posting	N	0

**WCKY, WEBN, WKFS, WKRC, WLW, WSAI
EEO PUBLIC FILE REPORT**

June 1, 2025 - May 31, 2026

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
28	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
29	Xavier University 3800 Victory Parkway Cincinnati, Ohio 45207 Phone : 513-745-3141 Url : xavier.experience.com/emp/sblogin Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

WCKY, WEBN, WKFS, WKRC, WLW, WSAI

EEO PUBLIC FILE REPORT

June 1, 2025 - May 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/21/2025	Participation in events or programs sponsored by educational institutions	On July 21, 2025, our SEU hosted students from Moeller High School for a behind-the-scenes station tour. During their visit, students had the opportunity to shadow our On-Air Talent and Sports Reporter gaining insight into a typical day in radio operations. The team discussed career opportunities in broadcasting and employment paths within iHeartMedia. The visit concluded with a Q&A session, allowing the students to engage directly and learn more about the industry.	2	On-Air Talent Sports Reporter
2	10/1/2025	Participation in events or programs sponsored by educational institutions	On October 1, 2025, our SEU hosted students from Northern Kentucky University for a behind-the-scenes tour of our broadcast facilities. During the visit, students shadowed our On-Air Talent, gaining firsthand experience of a typical workday and valuable insight into radio operations. He discussed careers in radio and highlighted employment opportunities at iHeartMedia. The visit concluded with a Q&A session, providing students with the opportunity to ask questions and further explore careers in the broadcasting industry.	1	On-Air Talent
3	10/15/2025	Participation in events or programs sponsored by educational institutions	On October 15, 2025, our SEU hosted students from Sycamore High School for a behind-the-scenes station tour. During their visit, students had the opportunity to shadow our On-Air Talent and Sports Reporter, gaining firsthand insight into a typical day in radio operations. Our team shared information about careers in broadcasting, discussed employment opportunities at iHeartMedia, and provided students with station materials. The visit concluded with a Q&A session, where students were encouraged to ask questions and learn more about the industry.	2	On-Air Talent Sports Reporter

WCKY, WEBN, WKFS, WKRC, WLW, WSAI

EEO PUBLIC FILE REPORT

June 1, 2025 - May 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/24/2025	Participation in events or programs sponsored by educational institutions	On October 24, 2025, our SEU hosted students from Fenwick High School for a behind-the-scenes tour of our broadcast facilities. During the visit, students shadowed our On-Air Talent and Sports Reporter, gaining firsthand experience of a typical workday and valuable insight into radio operations. They discussed careers in radio and highlighted employment opportunities at iHeartMedia. The visit concluded with a Q&A session, providing students with the opportunity to ask questions and further explore careers in the broadcasting industry.	2	On-Air Talent Sports Reporter
5	11/12/2025	Participation in events or programs sponsored by educational institutions	On November 12, 2025, our SEU hosted students from Ursuline Academy High School for a behind-the-scenes station tour. During their visit, students had the opportunity to shadow our On-Air Talent and Sports Reporter, gaining firsthand insight into a typical day in radio operations. Our team shared information about careers in broadcasting, discussed employment opportunities at iHeartMedia, and provided students with station materials. The visit concluded with a Q&A session, where students were encouraged to ask questions and learn more about the industry.	2	On-Air Talent Sports Reporter
6	11/13/2025	Participation in events or programs sponsored by educational institutions	On November 13, 2025, our SEU hosted students from Summit High School for a behind-the-scenes tour of our broadcast facilities. During the visit, students had the opportunity to shadow our On-Air Talent and Sports Reporter, gaining firsthand experience of a typical workday and insight into radio operations. Our team discussed careers in broadcasting, highlighted employment opportunities at iHeartMedia, and provided students with station materials. The visit concluded with a Q&A session, allowing students to ask questions and learn more about the industry.	2	On-Air Talent Sports Reporter

WCKY, WEBN, WKFS, WKRC, WLW, WSAI

EEO PUBLIC FILE REPORT

June 1, 2025 - May 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	11/14/2025	Participation in events or programs sponsored by educational institutions	On November 14, 2025, our SEU hosted students from Maderia High School for a behind-the-scenes station tour. During their visit, students had the opportunity to shadow our On-Air Talent and Sports Reporter gaining insight into a typical day in radio operations. The team discussed career opportunities in broadcasting and employment paths within iHeartMedia. The visit concluded with a Q&A session, allowing the students to engage directly and learn more about the industry.	2	On-Air Talent Sports Reporter
8	11/14/2025	Participation in events or programs sponsored by educational institutions	On November 14, 2025, our SEU hosted students from Seton High School for a behind-the-scenes tour of our broadcast facilities. During the visit, students had the opportunity to shadow our On-Air Talent, gaining firsthand experience of a typical workday and insight into radio operations. Our team discussed careers in broadcasting, highlighted employment opportunities at iHeartMedia, and provided students with station materials. The visit concluded with a Q&A session, allowing students to ask questions and learn more about the industry.	2	On-Air Talent Sports Reporter
9	11/17/2025	Participation in events or programs sponsored by educational institutions	On November 17, 2025, our SEU hosted students from Mason High School for a behind-the-scenes tour of our broadcast facilities. During the visit, students shadowed our On-Air Talent and Sports Reporter, gaining firsthand experience of a typical workday and valuable insight into radio operations. They discussed careers in radio and highlighted employment opportunities at iHeartMedia. The visit concluded with a Q&A session, providing students with the opportunity to ask questions and further explore careers in the broadcasting industry.	2	On-Air Talent Sports Reporter

WCKY, WEBN, WKFS, WKRC, WLW, WSAI

EEO PUBLIC FILE REPORT

June 1, 2025 - May 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	11/19/2025	Participation in events or programs sponsored by educational institutions	On November 19, 2025, our SEU hosted students from Summit High School for a behind-the-scenes station tour. During their visit, students had the opportunity to shadow our On-Air Talent and Sports Reporter gaining insight into a typical day in radio operations. The team discussed career opportunities in broadcasting and employment paths within iHeartMedia. The visit concluded with a Q&A session, allowing the students to engage directly and learn more about the industry.	2	On-Air Talent Sports Reporter
11	2/10/2026	Participation in events or programs sponsored by educational institutions	On February 10, 2026, our SEU hosted students from Ohio Media School for a behind-the-scenes tour of our broadcast facilities. During the visit, students shadowed our On-Air Talent, gaining firsthand experience of a typical workday and valuable insight into radio operations, production, and the role of a deejay. The On-Air Talent discussed careers in radio and highlighted employment opportunities at iHeartMedia. The visit concluded with a Q&A session, providing students the opportunity to ask questions and further explore careers in the broadcasting industry.	1	On-Air Talent
12	3/12/2026	Participation in events or programs sponsored by educational institutions	On March 12, 2026, our SEU hosted students from both Elder and Xavier High School for a behind-the-scenes tour of our broadcast facilities. During the visit, students had the opportunity to shadow our On-Air Talent and Sports Reporter, gaining firsthand experience of a typical workday and insight into radio operations. Our team discussed careers in broadcasting, highlighted employment opportunities at iHeartMedia, and provided students with station materials. The visit concluded with a Q&A session, allowing students to ask questions and learn more about the industry.	2	On-Air Talent Sports Reporter

WCKY, WEBN, WKFS, WKRC, WLW, WSAI

EEO PUBLIC FILE REPORT

June 1, 2025 - May 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	3/17/2026	Participation in events or programs sponsored by educational institutions	On March 17, 2026, our SEU hosted students from Mason High School for a behind-the-scenes tour of our broadcast facilities. During the visit, students shadowed our On-Air Talent and Sports Reporter, gaining firsthand experience of a typical workday and valuable insight into radio operations. They discussed careers in radio and highlighted employment opportunities at iHeartMedia. The visit concluded with a Q&A session, providing students with the opportunity to ask questions and further explore careers in the broadcasting industry.	2	On-Air Talent Sports Reporter
14	3/26/2026	Participation in events or programs sponsored by educational institutions	On March 26, 2026, our SEU hosted students from Wyoming High School for a behind-the-scenes station tour. During their visit, students had the opportunity to shadow our On-Air Talent and Sports Reporter gaining insight into a typical day in radio operations. The team discussed career opportunities in broadcasting and employment paths within iHeartMedia. The visit concluded with a Q&A session, allowing the students to engage directly and learn more about the industry.	2	On-Air Talent Sports Reporter
15	4/2/2026	Participation in events or programs sponsored by educational institutions	On April 2, 2026, our SEU hosted students from Princeton High School for a behind-the-scenes tour of our broadcast facilities. During the visit, students had the opportunity to shadow our On-Air Talent and Sports Reporter, gaining firsthand experience of a typical workday and insight into radio operations. Our team discussed careers in broadcasting, highlighted employment opportunities at iHeartMedia, and provided students with station materials. The visit concluded with a Q&A session, allowing students to ask questions and learn more about the industry.	2	On-Air Talent Sports Reporter

WCKY, WEBN, WKFS, WKRC, WLW, WSAI

EEO PUBLIC FILE REPORT

June 1, 2025 - May 31, 2026

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	4/22/2026	Participation in events or programs sponsored by educational institutions	On April 22, 2026, the SEU's Senior Vice President of Sales served as a guest speaker at Butler Tech. He spoke with students about his professional experience in the media industry, including his work and role with iHeartMedia. He discussed career pathways in broadcasting, as well as real-world expectations for entering the field. The visit concluded with a Q&A session, allowing students to engage directly, ask questions, and gain further insight into careers in broadcasting.	1	SVP of Sales
17	5/5/2026	Participation in events or programs sponsored by educational institutions	On May 6, 2026, our SEU hosted students from Holmes High School for a behind-the-scenes tour of our broadcast facilities. During the visit, students shadowed our On-Air Talent, gaining firsthand experience of a typical workday and valuable insight into radio operations, production, and the role of a deejay. The On-Air Talent discussed careers in radio and highlighted employment opportunities at iHeartMedia. The visit concluded with a Q&A session, providing students the opportunity to ask questions and further explore careers in the broadcasting industry.	1	On-Air Talent
18	5/5/2026	Participation in events or programs sponsored by educational institutions	On May 5, 2026, our SEU hosted students from Xavier High School for a behind-the-scenes station tour. During their visit, students had the opportunity to shadow our On-Air Talent and Sports Reporter gaining insight into a typical day in radio operations. The team discussed career opportunities in broadcasting and employment paths within iHeartMedia. The visit concluded with a Q&A session, allowing the students to engage directly and learn more about the industry.	2	On-Air Talent Sports Reporter