

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-4, 6-11, 13-14, 16-17	4
Outside Account Executive	1-2, 4-7, 9-10, 12-17	4

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

## 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
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	Former Intern	N	1
6	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
7	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	0
8	LinkedIn - Not directly contacted by SEU	N	2

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

## 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
9	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%20Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	1
10	Lourdes University Placement Office 6832 Convent Blvd Sylvania, Ohio 45360 Phone : 419-885-3211 Career Services Manual Posting	N	0
11	Non-Employee Referral	N	1
12	Ohio State University 281 West Lane Avenue Columbus, Ohio 43210 N/A N/A Manual Posting	N	0
13	Owens Community College PO BOX 10,000 Toledo, Ohio 43699 Phone : 567-429-3509 Email : <a href="mailto:careerservices@owens.edu">careerservices@owens.edu</a> Career Services	N	0
14	Specs Howard School Placement Office 19900 West 9 Mile Rd Southfield, Michigan 48075 Phone : 248-358-9000 Email : <a href="mailto:nshiner@specshoward.edu">nshiner@specshoward.edu</a> Career Services	N	0
15	University of Northwestern Ohio 1441 N. Cable Road Lima, Ohio 45805 N/A N/A Manual Posting	N	0

**WCKY-FM, WCWA, WIOT, WRVF, WSPD, WVKS****EEO PUBLIC FILE REPORT****June 1, 2025 - May 31, 2026****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
16	University Of Toledo c/o Job Opportunity 2801 W. Bancroft St. Toledo, Ohio 43606 Phone : 419-530-3700 Career Services Manual Posting	N	0
17	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>7</b>

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

## EEO PUBLIC FILE REPORT

June 1, 2025 - May 31, 2026

### 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	4/11/2026	Participation in events sponsored by organizations representing the community	<p>On April 11, 2026, our SEU's Market President and On-Air Talent hosted Big Brothers Big Sisters of Northwest Ohio for a behind-the-scenes tour of our station operations. During the visit, students toured the station, shadowed On-Air Talent to observe a typical workday, and gained insight into radio operations. They also had the opportunity to participate in a live recording.</p> <p>Additionally, the Market President and On-Air Talent spoke with participants about their respective career paths, roles at iHeartMedia, and the various areas of the business they support. The team discussed careers in broadcasting, provided station materials, and highlighted opportunities within the industry. The visit concluded with a Q&amp;A session, allowing students to ask questions and further explore potential career paths.</p>	2	Market President On-Air Talent

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

## EEO PUBLIC FILE REPORT

June 1, 2025 - May 31, 2026

### 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>
2	5/14/2026	Participation in events or programs sponsored by educational institutions	<p>On May 14, 2026, our Market President participated in “The Amazing Shake,” a two-day event hosted by Tinora Schools designed to teach students how to successfully navigate interviews and communicate effectively. This interactive competition provides students with a unique and engaging opportunity to demonstrate their social skills and professional etiquette.</p> <p>Throughout the event, students were evaluated on key competencies including handshake, eye contact, poise, confidence, communication skills, and their ability to perform essential life skills. As part of the program, our Market President also served as a panel participant on both days, engaging in one-on-one conversations with students. During these sessions, he provided guidance on career preparation, discussed educational pathways into the media industry, and highlighted job opportunities in broadcasting, including positions within iHeartMedia, helping to inspire and inform the students about potential careers in media.</p>	1	Market President