

WING(AM), WGTZ(FM), WDHT(FM), WROU-FM and WCLI-FM
EEO PUBLIC FILE REPORT
June 1, 2019-May 31, 2020

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
Engineer	3-22	3
Engineer	1-21	2

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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	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
2	Word-of-Mouth Referral	N	1
3	Indeed www.indeed.com	N	2
4	Job Fairs (<i>see Section III</i>)	N	0
5	LinkedIn www.linkedin.com	N	0
6	Alpha Media Careers Website www.alphamediausa.com/careers	N	0
7	Antioch College Co-Op Department Attn: Richard Kraince 1 Morgan Place Yellow Springs, OH 45387 rkraince@antiochcollege.edu 937-319-0095	N	0
8	Clark State Community College P. O. Box 570 Springfield, OH 45501 Attn: Melody Gast gastm@clarkstate.edu 937-328-6468	N	0
9	Dayton Unit NAACP Attn: Job Posting 1528 W. Dr. Martin Luther King Jr. Way Dayton, OH 45402 937-222-2172	N	0
10	Devry University Attn: Career Services 8800 Governors Hill Dr Suite 100 Cincinnati, OH 45249 800-261-5156	N	0

RS Numb er	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	International College of Broadcasting Career Services Attn: Kenny Pyles 6 South Smithville Road Dayton, OH 45431 855-896-3733	N	0
12	Montgomery County Department of Jobs and Family Services Job Posting 1111 South Edwin C Moses Blvd. Dayton, OH 45422	N	0
13	National College Attn: Melissa Moore 1837 Woodman Center Drive Kettering, OH 45420	N	0
14	Ohio Means Jobs (<i>Montgomery County</i>) www.ohiomeansjobs.com The Job Center 1111 South Edwin C. Moses Blvd. Dayton, OH 45422 937-496-6720	N	0
15	School of Advertising Art Attn: Sara Farr 1725 East David Road Kettering, OH 45440 sara@saa.edu	N	0
16	Society of Broadcast Engineers www.kjones@sbc.org Attn: Scott Jones 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 317-846-9000	N	0
17	University of Dayton Career Services Attn: Tim Swensen 300 College Park Avenue Dayton, OH 45469 Tswensen1@udayton.edu 937-229-3214	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Wilberforce University Attn: Victor Jones 1055 N Bickett Road Wilberforce, OH 45384 vjones@wilberforce.edu 937-708-5737	N	0
19	Wright State University Career Services Attn: Cathy Dalton 3640 Colonel Glenn Highway Dayton, OH 45435 Catherine.dalton@wright.edu 937-775-2521	N	0
20	The Virtual Engineer www.broadcastengineering.info	N	0
21	All Access www.allaccess.com	N	0
22	Unknown (<i>source not adequately identified upon inquiry by SEU</i>)	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On June 27, 2019, our SEU provided a station tour for students from the International College of Broadcasting. As part of the tour, an On-Air Personality spoke with students about career opportunities in radio as well as job openings within our SEU.
2	Management-level training addressing equal employment opportunity and preventing discrimination	On various dates throughout August and September 2019, our Traffic Manager, Promotions Directors, Programming Directors, Production Director, Operations Manager, Business Manager, Content Director, and Market Manager participated in a ThinkHR training program provided by Alpha Media entitled, "Bullying and Violence in the Workplace."
3	Management-level training addressing equal employment opportunity and preventing discrimination	On various dates throughout August and September 2019, our Traffic Manager, Promotions Directors, Programming Directors, Production Director, Operations Manager, Business Manager, Content Director, and Market Manager participated in a ThinkHR training program provided by Alpha Media entitled, "Workplace Harassment Prevention for Managers."
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On September 9, 2019, our SEU participated in a Career Readiness panel sponsored by Central State University and held on the Wilberforce University campus in Wilberforce, Ohio. Our Program Director talked with students and others in attendance about the radio industry and career opportunities in radio/media sales.
5	Management-level training addressing equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU's Business/HR Manager took part in a training webinar entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media," presented by Alpha Media's communications counsel, Wiley Rein LLP.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting.	On October 10, 2019, an On-Air Talent served on a panel of speakers at an event sponsored by The Voices of Greene County at the Greene Town Center in Beavercreek, Ohio. The On-Air Talent spoke with attendees about career opportunities in radio as well as job openings within our SEU.
7	Participate in Job Fair	On October 15, 2019, our SEU participated in the Fall 2019 Career Fair sponsored by Wilberforce University, which took place on its campus in Wilberforce, Ohio. Our representative spoke with students and others in attendance about career opportunities in radio as well as job openings within our SEU. SEU participants included our Program Director.
8	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 15, 2019, our SEU participated in the Fall 2019 Networking Reception sponsored by Central State University, which took place on its campus in Wilberforce, Ohio. Our representative spoke with students and others in attendance about career opportunities in radio as well as job openings within our SEU. SEU participants included our Program Director.
9	Participate in Job Fair	On October 16, 2019, our SEU participated in the Fall 2019 Career Fair sponsored by Central State University, which took place on its campus in Wilberforce, Ohio. Our representative spoke with students and others in attendance about career opportunities in radio as well as job openings within our SEU. SEU participants included our Program Director.
10	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 2, 2020, our SEU provided a station tour for students from the International College of Broadcasting. As part of the tour, an On-Air Personality spoke with students about career opportunities in radio as well as job openings within our SEU.