

WAKZ, WBBG, WKBN, WMXY, WNCD, WNIO
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
Program Director - Air Talent - Youngstown, OH	1-14	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	Careerbuilder.com (source not directly contacted by SEU) Ohio N/a N/a	N	0
2	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	1
3	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
4	Internal Candidate	N	1
5	Job Fair (See Section III) Ohio N/a N/a	N	0
6	Kent State University 261 Michael Swartz Ctr Kent, Ohio 44242 Phone : 330-672-2360 Email : rpjor@kent.edu Robin Pijor	N	0
7	Monster.com 7461 South Avenue Youngstown, Ohio Phone : 330-729-2503 Marion Sweely Manual Posting	N	0
8	Ohio Center for Broadcasting Cleveland Campus 9885 Rockside Road, Suite 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : jhardy@beonair.com Janice Hannah-Hardy	Y	0
9	On-Air Announcements (one or more SEU stations) Ohio N/a N/a	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Penn State University 147 Shenango Avenue Sharon, Pennsylvania 16146 Email : interviewing@psu.edu Career Services	N	0
11	Unknown (source not adequately identified upon inquiry by SEU)	N	1
12	Westminster College Career Placement Dept New Wilmington, Pennsylvania 16175 Phone : 724-946-7339 Email : houghja@westminster.edu Jennifer Hough	N	0
13	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
14	Youngstown State University 1 University Plaza Youngstown, Ohio 44555 Phone : 330-742-3515 Email : careerservices@ysu.edu Kris Gregory	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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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	6/7/2019	Participation in events or programs sponsored by educational institutions	On June 7, 2019, our SEU spoke with a group of students at Girard high school about career opportunities in broadcasting and broadcasting technology.	1	Account Executive
2	10/9/2019	Participation in Job Fairs	On October 9, 2019, our SEU participated in a job fair hosted by the Youngstown State University at the Kilcawley Center. SEU participants included our SVPP and Marketing Director, who collected resumes and spoke with attendees about career opportunities in broadcasting.	2	Vice President of Programming Marketing Director
3	1/24/2020	Participation in events or programs sponsored by educational institutions	On January 24, 2019, our SEU participated in a Speaking Engagement hosted by the Youngstown State University Rookery Radio. SEU participants included our SVPP who spoke with students about career opportunities in broadcasting.	1	Vice President of Programming
4	2/21/2020	Participation in events or programs sponsored by educational institutions	On February 21, 2020, our SEU participated in a Speaking Engagement hosted by the University of Akron School of Communication. SEU participants included our SVPP who spoke with students about career opportunities in broadcasting.	1	Vice President of Programming
5	4/22/2020	Provision of training to management	In April, 2020, one of our SEUs Manager 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	VP of programming
6	4/23/2020	Establishment of a mentoring program	During the reporting period, our SEU's SVPP mentored and cross-trained a Sales Assistant in on-air operations. The program included bi-weekly calls and in-person meetings coupled with instructional sessions and on-the-job training. Topics included programming techniques, on-air announcing skills, and Nexgen operational training. As a result of the program, the Sales Assistant transitioned to our programming department.	3	Vice President of Programming Program Director Sales Assistant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	4/23/2020	Establishment of a mentoring program	During the reporting period, our SEU's SVPP mentored two producers. The program included bi-weekly calls and in-person meetings coupled with instructional sessions and on-the-job training. Topics included programming techniques, on-air announcing skills, promotions management, and creative writing. As a result of the mentoring program, one part-time mentee was promoted to full-time employment and has taken on new programming and promotional duties while the other mentee has increased his duties regarding day-to-day operations.	3	Vice President of Programming Producer Producer