

WCOL-FM, WNCI, WODC, WTVN, WXZX, WYTS, WZCB
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 |
|--------------------------|--|-------------------------------|
| Digital Sales Specialist | 1-4, 6, 8-13 | 2 |
| Account Executive | 1-13 | 5 |
| Account Executive | 1-13 | 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 | Central State University (Career Services Center) 1400 Brush Row Road P.O. Box 1004 Wilberforce, Ohio 45384 Phone : 937.376.6444 Email : csucareerservices@gmail.com Elizabeth Beemer | N | 0 |
| 2 | Employee Referral | N | 8 |
| 3 | iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting | N | 0 |
| 4 | 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 | 2 |
| 5 | Indeed.com - Not Directly Contacted by SEU | N | 4 |
| 6 | Job Fairs (See Section III) Ohio N/A N/A | N | 0 |
| 7 | LinkedIn-Not directly contacted by SEU | N | 1 |
| 8 | Ohio Media School (formerly Ohio Centers for Broadcasting) 5330 E. Main Street Columbus, Ohio 43213 Phone : 614-655-5250 Email : lwagner@beonair.com Lee Wagner | N | 0 |
| 9 | Ohio State University Office of Diversity & Inclusion Student Academic Services Building 281 West Lane Avenue, 3rd Floor Columbus, Ohio 43210-1132 Phone : 614.292.8236 Email : lipscomb.3@osu.edu Jackie Lipscomb | N | 0 |

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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 |
|--|---|--|---|
| 10 | Ohio University - Career and Leadership Development Center One Park Place Baker University Center 533 Athens, Ohio 45701 Phone : 740-593-2909 Email : sturgial@ohio.edu Aaron Sturgill | N | 0 |
| 11 | Unknown (source not adequately identified upon inquiry by SEU) | N | 2 |
| 12 | Word of Mouth Referral | N | 3 |
| 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 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 20 |

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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 | 6/27/2019 | Participation in Job Fairs | Our SEU participated in the Columbus Choice Career Fair held at the Crowne Plaza North-Worthington in Columbus, OH on June 27, 2019. Station participants included our Sales Manager, who interviewed candidates for job opportunities with our stations. | 2 | Sales Manager Recruiting Manager |
| 2 | 8/8/2019 | Participation in Job Fairs | Our SEU served as a media co-sponsor and exhibitor in the Columbus Choice Career Fair held at the Crowne Plaza North-Worthington in Columbus, OH. The job fair was open to all Central Ohio residents. Station participants included our Sales Manager, who interviewed attendees for career opportunities with our cluster of radio stations. | 2 | Sales Manager Recruiting Manager |
| 3 | 9/17/2019 | Participation in Job Fairs | Our SEU participated as a media sponsor and exhibitor at the JobNewsColumbus.com Job Fair held at the Greek Orthodox Cathedral Conference Center in Columbus, OH, which was open to the entire community. Station participants included our Sales Manager, who spoke with and interviewed attendees about job opportunities with our stations. | 2 | Sales Manager Recruiting Manager |
| 4 | 10/10/2019 | Participation in Job Fairs | Our SEU participated in the Columbus Choice Career Fair held at the Crowne Plaza North-Worthington in Columbus, OH on October 10, 2019. Station participants included our Sales Manager, who interviewed candidates for job opportunities with our stations. | 2 | Sales Manager Recruiting Manager |
| 5 | 10/15/2019 | Participation in Job Fairs | Our SEU participated in the Job News Columbus.com Job Fair held at the Greek Orthodox Cathedral in Columbus, OH, which was open to the entire community. Station participants included our Sales Manager, who interviewed attendees for career opportunities available within our station cluster. | 2 | Sales Manager Assistant Recruiting Manager Recruiting Manager |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|---|-------------------------------------|-------------------------------------|
| 6 | 12/11/2019 | Participation in Job Fairs | Our SEU participated in the Columbus Choice Career Fair held at the Crowne Plaza North-Worthington in Columbus, OH on December 11, 2019. Station participants included our Sales Manager, who interviewed candidates for job opportunities with our stations. | 2 | Sales Manager Recruiting Manager |