

WCOL-FM, WNCI, WODC, WTVN, WXZX, WYTS, WZCB

EEO PUBLIC FILE REPORT

June 1, 2015 - May 31, 2016

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
Account Executive	1, 3, 5-8, 11-16	15
National Sales Assistant	1, 3, 5-16	9
Morning Show Producer-WNCI	1, 3-15	9
National Sales Assistant	1, 3, 5-8, 10-15	15
National Sales Assistant	1-3, 6-7, 10-12	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	Choice Career Fairs 8550 W. Desert Inn Road Suite 102-204 Las Vegas, Nevada 89117 Phone : 614-439-5878 Email : mike@choicecareerfares.com Pam Gurwin	N	1
3	Columbus Urban League 788 Mount Vernon Avenue Columbus, Ohio 43203 Phone : 614.257.6300 x 106 Email : cmorse@cul.org Courtney Morse	N	0
4	Former Intern	N	1
5	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
6	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
7	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

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8	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
9	Internal Transfer/Promotion	N	2
10	Ohio Centers for Broadcasting 5330 E. Main Street Columbus, Ohio 43213 Phone : 216.447.9117 Email : amoore@beonair.com Alvis Moore	N	0
11	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	1
12	Ohio University - Career and Leadership Development Center One Park Place Baker University Center 533 Athens, Ohio 45701 Phone : 740-593-1394 Email : gang@ohio.edu Christi Gang	N	0
13	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
14	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	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
15	Station Website Posting (One or More SEU Stations)	N	16
16	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams Prong 2 Ended Date: 6/24/2015	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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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	6/18/2015	Participation in Job Fairs	Our SEU served as media co-sponsor and exhibitor in the Columbus Choice Career Fair held at the Aladdin Shrine Center in Columbus, OH. The job fair was open to all Central Ohio residents. Our SEU worked with the organization to help them use our station brands in their own advertisements. We also promoted their event on-air, using our top talent to talk about the job fair during their shows. Station participants included our Program Director, who spoke with attendees about job opportunities at our stations and conducted interviews.	2	Recruiting Manager Program Director
2	9/16/2015	Participation in Job Fairs	Our SEU served as a media sponsor and exhibitor in the Columbus Choice Career Fair held at the Aladdin Shrine Center in Columbus, OH. The job fair was open to all Central Ohio residents. Station participants included our Sales Manager, who interviewed attendees about career opportunities with our station group.	2	Recruiting Manager Sales Manager
3	9/24/2015	Participation in Job Fairs	Our SEU provided publicity support and served as an exhibitor at the Catalyst Career Group Job Fair of Columbus at the Embassy Suites in Columbus, OH. The job fair was open to all Central Ohio residents. Station participants included our Sales Manager, who spoke with attendees about job opportunities at our stations and conducted interviews.	2	Sales Manager Recruiting Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	12/1/2015	Participation in Job Fairs	Our SEU served as media co-sponsor and exhibitor in the Columbus Choice Career Fair held at the Doubletree Columbus-Worthington. The job fair was open to all Central Ohio residents. Our SEU worked with the organization to help them use our station brands in their own advertisements. We also promoted the event on-air, using our top talent to talk about the job fair during their shows. Station participants included our Program Director, who spoke with attendees about job opportunities at our stations and conducted interviews.	2	Recruiting Manager Program Director
5	1/14/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Career Open House at Ohio Media School (formerly Ohio Centers for Broadcasting). Station participants included our News Director and News Anchor/Reporter, who provided participants with career advice and insight into the changing media landscape.	2	News Director News Anchor/Reporter
6	2/11/2016	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. Our SEU worked with the organization to help them use our station brands in their own advertisements. We also promoted the event on-air, using our top talent to talk about the job fair during their shows. Station participants included our Sales Director and Sales Assistant, who spoke with attendees about job opportunities at our stations and conducted interviews.	3	Director of Sales FCC/EEO Coordinator Recruiting Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	4/20/2016	Participation in Job Fairs	Our SEU served as the media sponsor and an exhibitor in the Columbus Choice Career Fair held at the Crowne Plaza Columbus North-Worthington in Columbus, OH. The job fair was open to all Central Ohio residents. Our SEU worked with the organizers to help them use our station brands in their own advertisements. Station participants included our Sales Manager, who spoke with attendees about career opportunities at our stations and conducted interviews.	2	Sales Manager Recruiting Manager
8	5/3/2016	Provision of training to management	Our SEU's Recruiting Manager participated in The Ohio State University Office of Diversity and Inclusion's 22nd Annual National Conference on Diversity, Race and Learning at the Fawcett Center on the university's campus in Columbus, OH on May 3, 2016. The conference was designed to explore implementation of diversity within various institutions and to foster more inclusivity and cultural awareness.	2	Recruiting Manager FCC/EEO Coordinator