

WAKZ, WBBG, WKBN, WMXY, WNCD, WNIO**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
On Air Host	1-20	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	Career Fair (See Section III) 7461 South Avenue Youngtown, Ohio Phone : 330-729-2503 Marion Sweely Manual Posting	N	0
2	Employee Referral	N	1
3	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
4	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
5	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
6	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
7	International College of Broadcasting 6 South Smithville Rd Dayton Dayton, Ohio 45431 Phone : 937-258-8251 Email : zenaicb@aol.com Fax : 937-258-8714 Gail Basine	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
8	Kent State University 261 Michael Swartz Ctr Kent, Ohio 44242 Phone : 330-672-2360 Email : rpijor@kent.edu Robin Pijor	N	0
9	Monster.com 7461 South Avenue Youngstown, Ohio Phone : 330-729-2503 Marion Sweely Manual Posting	N	0
10	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View Valley View, Ohio 44125 Phone : 216-447-9117 Email : gary@beonair.com Fax : 216-642-9232 Gary James	N	0
11	Ohio Center for Broadcasting 9000 Sweet Valley Drive Cleveland, Ohio 44125 Phone : 216-447-9117 Gary James Manual Posting	N	0
12	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
13	On-Air announcements 7461 South Avenue Youngstown, Ohio Phone : 330-729-2503 Email : marionsweely@iheartmedia.com Fax : 1-330-965-8277 Marion Sweely	N	0
14	Penn State University 147 Shenango Avenue Sharon, Pennsylvania 16146 Email : interviewing@psu.edu Career Services	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	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
16	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
17	Station Website	N	4
18	Thiel College 75 College Ave. Greenville, Pennsylvania 16125 Phone : 724-589-2014 Joanne Schell Manual Posting	N	0
19	Westminster College Career Placement Dept New Wilmington, Pennsylvania 16175 Phone : 724-946-7339 Email : houghja@westminster.edu Jennifer Hough	N	0
20	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:			5

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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	8/28/2015	Participation in scholarship programs	In 2004, our SEU established the Dan Ryan Scholarship Program to honor our veteran talk show host, Dan Ryan. Since then, our SEU has been actively involved in planning, supporting and administering the scholarship on an ongoing basis. During the Spring of 2016, our SEU contributed financially to the program, promoted the scholarship through on-air advertisements, and distributed scholarship applications at our SEU facilities.	1	Regional/Market President
2	2/27/2016	Participation in events sponsored by community groups	On February 27, 2016, one of our SEU's Account Executives spoke to local high school students at an event coordinated by Penn State Shenango in conjunction with the Sharon Merchants Association. The discussion covered topics such as radio advertising and career paths in broadcasting.	1	Account Executive
3	3/22/2016	Participation in events sponsored by community groups	On March 22, 2016, our SEU hosted a local Boy Scout Troop from Boardman, Ohio for a tour of our station facilities. The students spoke with our on-air talent and sales department about the skills needed to succeed in broadcasting.	3	Account Exec Account Exec Program Director
4	4/6/2016	Participation in Job Fairs	On April 6, 2016, our SEU participated in the Youngstown State University Career Fair. Station participants, including our Sales Manager and Digital Content Director, spoke with attendees about job opportunities in the broadcasting industry. Resumes were collected.	3	Sales Manager Digital Content Director Digital Sales Coordinator
5	5/12/2016	Participation in events or programs sponsored by educational institutions	On May 12, 2016, one of our SEU's Account Executives spoke to a class of students at Youngstown State University about his career path in broadcasting and the skills needed to succeed in the industry.	1	Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	5/18/2016	Participation in events or programs sponsored by educational institutions	On May 18, 2016, one of our SEU's Account Executives spoke to a group of high school and college students at an event hosted by the Berlin Yacht Club at Kent State University. Our Account Executive provided an overview of the different job opportunities available for students interested in broadcasting.	1	Account Exec
7	5/24/2016	Participation in events or programs sponsored by educational institutions	On several occasions throughout the reporting period, our SEU's Digital Sales Coordinator mentored a local high school speech and debate team, discussing different career opportunities in broadcasting and skills needed to succeed in the industry.	1	Digital Sales Coordinator