

**WHBC(AM) and WHBC-FM
EEO PUBLIC FILE REPORT
June 1, 2017 – May 31, 2018**

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	3 -9, 11-14, 17, 19-20, 22-23	17

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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	The Repository Contact: Linda Beasley 500 Market Avenue South Canton, OH 44702 330.580.8400	N	0
2	Monster.com Contact: Linda Beasley 500 Market Avenue South Canton, OH 44702 330.580.8400	N	0
3	Canton Regional Chamber of Commerce Contact: Steven Catz 222 Market Avenue N Canton, OH 44702 330.456.7253	N	0
4	North Canton Chamber of Commerce Contact: Doug Lane 1215 Main Street North Canton, OH 44702 330.499.5100	N	0
5	Ohio Association of Broadcasters 17 S High Street, #1010 Columbus, OH 43215 www.oab.org	N	0
6	Stark State College Contact: Melisa Blands 6200 Frank Avenue NW North Canton, OH 44720	N	0
7	Walsh University Contact: Andy Weyand 2020 East Maple Street North Canton, OH 44720 www.walsh.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Canton Woman's Club Contact: Holly Smith 822 Market Avenue N Canton, OH 44720 330.453.4802 www.cantonswomansclub.net	N	0
9	Massillon Chamber of Commerce Contact: Ted Herncane 137 Lincoln Way E. Massillon, OH 44646 330.833.3146 www.massillonohchamber.com	N	0
10	Jobs for Ohio's Graduates 55 East Cuyahoga Falls Avenue Akron, OH 44310 Phone: 330.374.9445 Fax: 330..74.9448 sucess@jobworks.org	N	0
11	Stark County District Library Contact: Shana Springer 715 Market Avenue N Canton, OH 44702 330.458.2701 www.starklibrary.org	N	0
12	Malone University 2600 Cleveland Avenue NW Canton, OH 44709 800.521.1146	N	0
13	Ohio Means Jobs Contact: Harry Berry 822 30 th Street NW Canton, OH 44709 330.433.9675	N	0
14	Workforce Initiative Association (<i>connected with Ohio Means Jobs</i>) Contact: Robin Hartline 822 30 th Street NW Canton, OH 44709 Career Services 330.491.2613	N	0
15	All Access www.allaccess.com	N	0
16	Inside Radio www.insideradio.com/jobs/	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Word-of-Mouth Referral	N	1
18	On-Air Announcements 1480 WHBC(AM) & 94.1 WHBC-FM	N	0
19	Station Website Postings (<i>Navigation link to Alpha Media Career Website</i>) www.whbc.com and www.MIX941.com	N	0
20	Indeed.com www.indeed.com	N	1
21	Mancan 1918 Fulton Road NW Canton, OH 44709 330.492.5627 www.mancan.com	N	0
22	Alpha Media Career Website www.alphamediausa.com/careers	N	0
23	NAACP – Stark County Contact: Deborah Shamlin Email: starkcountynaacp@gmail.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

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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 August 8, 2017, our SEU hosted a student from a local high school to “job shadow” our Sports Talk Show Host to learn about what this job entails both on and off the air. The student also received a tour of our studios and was able to discuss broadcasting operations and career opportunities with other SEU staffers.
2	Internship program	During the summer semester, our SEU hosted two (2) student interns. One intern, from University of Mount Union, was supervised by one of our on-air personalities. This intern learned about the aspects of on-air sports broadcasting, engaging the listeners and programming this type of show. The other intern, from The Ohio State University, was supervised by our Promotions Director, learning about SEU promotions via live events, remotes, marketing our label and work with web design on the SEU websites.
3	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On September 18, 2017, our SEU hosted a student from a local high school to “job shadow” our Mid-Morning AM On-Air Personality to learn about what this job entails both on and off the air. The student also received a tour of our studios and was able to discuss broadcasting operations and career opportunities with other SEU staffer members.
4	Participate in Job Fair	On September 29, 2017, our SEU participated in and was a co-sponsor of The City of Massillon Job Fair. Our General Sales Manager represented the SEU at this event, during which he spoke with attendees about career opportunities in radio broadcasting as well as job openings within our SEU. This event was promoted on all SEU stations.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 21, 2017, our SEU hosted a group of eighth-grade students and teachers from Faircrest Middle School for a tour of our facilities. Our AM Program Director conducted the tour and talked about how radio stations operate and the opportunities available for a future career in broadcasting.
6	Internship program	During the winter semester, our SEU hosted three (3) student interns, two from Walsh University, and one from Malone University. Two of the interns learned about programming, including how to create shows, conduct research, and engage listeners. These interns were supervised by our SEU's on-air talent. One of the interns learned about all aspects of our Promotions Department, including organizing events in our market. This intern was supervised by our SEU's Promotions Director.
7	Host event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On January 25, 2018, our SEU's Program Director provided mentorship to an individual from Coleman Employment Services, a community organization dedicated to helping individuals with disabilities obtain and maintain employment. Our SEU's Program Director conversed about career opportunities in broadcasting and the skills needed to succeed.
8	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On May 21, 2018, our SEU hosted an eighth-grade student to "job shadow," spending the morning observing our AM station's on-air programming production and our FM station's mid-day programming production. The student also observed audio sound bite and client video production, as well as converse with SEU staff members about operations and career opportunities.
9	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On May 30, 2018, our SEU's on-air sports broadcaster spoke with sixth-grade students at Pfeiffer Intermediate School about career opportunities in the broadcasting industry.