

**WHOT-FM, WQXK(FM), WYFM(FM), WWIZ(FM),  
WSOM(AM), WBBW(AM), WPIC(AM), WLLF(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2009 - March 31, 2010**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data.

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
1. Account Manager	1-2, 4-58, 60	60
2. Account Manager	1-2, 4-58, 60	60
3. Sales Assistant/Traffic	1-2, 4-58, 60, 62, 64-65, 74	62
4. Account Manager	1-2, 4-58, 60, 65	65
5. General Sales Manager	63-64, 66, 75-76	75
6. General Sales Manager	64-65, 74	65
7. Account Manager	1-2, 4-58, 60, 62, 71	60
8. Market Manager	1-2, 4-58, 60, 62, 72	60
9. Account Manager	1-2, 4-58, 60, 62, 65, 71-72	65

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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	<b>Women’s International League for Peace &amp; Justice</b> PO Box 18138 Cleveland, OH 44118	No	0
2	<b>Minority Business Development Center</b> 601 Lakeside Avenue Cleveland, OH 44115	No	0
3	<b>National Urban League</b> 120 Wall Street, Floor 7 New York, NY 10005-3902	No	0
4	<b>Native American PBC</b> PO Box 83111 Lincoln, NE 68501	No	0
5	<b>Ursuline College/Placement Office</b> 2550 Lander Road Pepper Pike, OH 44124-4296	No	0
6	<b>National Association of Black Vets</b> 2900 Community College Avenue Cleveland, OH 44115	No	0
7	<b>Lake Erie College/Placement Office</b> 391 W. Washington Street Painesville, OH 44077	No	0
8	<b>American Jewish Committee</b> 1422 Euclid Avenue Cleveland, Ohio 44115	No	0
9	<b>Ashland College/Placement Office</b> 401 College Avenue Ashland, OH 44805	No	0
10	<b>Ohio State University</b> Office of Career Services 190 West 17 <sup>th</sup> Avenue Columbus, OH 43210-1369	No	0
11	<b>Weatherhead School of Management</b> Case Western Reserve University 10900 Euclid Avenue Cleveland, OH 44106	No	0
12	<b>Hispanic Link News Service</b> 1420 N Street, NW Washington, DC 20005	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	<b>Jewish Community Federation</b> 1750 Euclid Avenue Cleveland, OH 44115	No	0
14	<b>Ohio University/Placement Office</b> 336 Richland Avenue Athens, OH 44691	No	0
15	<b>Akron Community Service Center &amp; Urban League</b> 250 East Market Street Akron, OH 44308	No	0
16	<b>Miami University</b> Placement Office 501 East High Street Oxford, OH 45056	No	0
17	<b>Notre Dame College/Placement Office</b> 4554 College Road South Euclid, OH 44121	No	0
18	<b>Cleveland Council of Black College Alumni Association</b> 920 Errick Road Cleveland, OH 44108	No	0
19	<b>Marietta College/Placement Center</b> 213 4 <sup>th</sup> Street Marietta, OH 45750	No	0
20	<b>Wooster College/Placement Office</b> 1189 Beall Avenue Wooster, OH 44691	No	0
21	<b>Youngstown Area Urban League</b> 1350 Fifth Ave, Suite 300 Youngstown OH 44504 Contact: Attorney William Miller	No	0
22	<b>Trumbull County JVS</b> 528 Educational Highway Warren, OH 44482 Contact: Cynthia Jarvis	No	0
23	<b>Intentionally Omitted</b>	N/A	N/A
24	<b>Columbiana County, Department of Human Services</b> P.O. Box 9, 110 Nelson Street Lisbon, OH 44432 Contact: Barbara Senanfes	No	0
25	<b>Ohio Center for Broadcasting</b> 9000 Sweet Valley Drive Valley View, OH 44125	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	<b>Urban League of Greater Cleveland</b> Employment & Training 1255 Euclid Avenue Suite 205 Cleveland, OH 44118	No	0
27	<b>John Carroll University/Career Placement</b> 20700 N Park Cleveland, OH 44118	No	0
28	<b>United Negro College Fund</b> 25 W. Prospect Avenue Suite 705 Cleveland, OH 44115	No	0
29	<b>NAACP - Elyria Branch</b> 225 Warden Avenue Elyria, OH 44035	No	0
30	<b>Ohio Dept. of Job &amp; Family Services</b> P.O. Box 1198 Youngstown, OH 44502	No	0
31	<b>Mahoning County JVS</b> Adult Education Department 7300 N. Palmyra Road Canfield, OH 44406	No	0
32	<b>Mahoning County Dept. of Human Services</b> 709 N Garland Ave Youngstown, OH 44506 Contact: Patty Joyce	No	0
33	<b>David N Meyers College/Career Resource Center</b> 112 Prospect Avenue SE Cleveland, OH 44115	No	0
34	<b>Specs Howard School of Broadcast Arts</b> 19900 West Nine Mile Road Southfield, MI 48075	No	0
35	<b>Intentionally omitted</b>	N/A	N/A
36	<b>Youngstown State University</b> Career Services, Placement Office 1 University Plaza Youngstown, OH 44555-0001	No	0
37	<b>Mercer County NAACP</b> 211 Federal Street Farrell, PA 16121	No	0
38	<b>OCCHA</b> Job Service Worker 3660 S E Y Youngstown, OH 44506	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	<b>Urban League</b> Shenango Valley 601 Indiana Ave Farrell, PA 16121	No	0
40	<b>Stark County Dept. of Human Services</b> Jeff St. Ealey 301 Piedmont NE Canton, OH 44702	No	0
41	<b>University of Akron</b> Placement Office 302 E Buchtel Avenue Akron, OH 44304	No	0
42	<b>Mount Union College</b> Placement Office 335 Hartshorn Street Alliance, OH 44601	No	0
43	<b>Alliance Negro History Club</b> 1029 Noble Street Alliance, OH 44601	No	0
44	<b>OBES - Job Training Partnership</b> P.O. Box 8768 Canton, OH 4711-8768	No	0
45	<b>Canton Urban League</b> 1400 Sherrick Road SE Canton, OH 44707	No	0
46	<b>Kent State University (E. Liverpool Branch)</b> Placement Office 400 East Fourth Street East Liverpool, OH 43920	No	0
47	<b>OBES (Canton)</b> 402 Second Street Canton, OH 44701-1108	No	0
48	<b>Malone College/Placement Office</b> 515 25 <sup>th</sup> Street NW Canton, OH 44707	No	0
49	<b>Walsh College</b> 2020 East Maple Street SW North Canton, OH 44720 Contact: Ann Spiller	No	0
50	<b>Kent State University/Placement Office</b> East Main & Lincoln Kent, OH 44242	No	0
51	<b>Bureau of Voc Rehabilitation</b> Employer Serv Specialist 242 Federal Plaza West Youngstown, OH 44506	No	0

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52	<b>Columbiana County Career Center</b> 9364 State Route 45 Lisbon, OH 44432	No	0
53	<b>National Organization of Women</b> 4025 Market Street Youngtown, Oh 44512	No	0
54	<b>OBES (Youngstown)</b> 2026 South Avenue Youngstown, OH 44502 Contact: Mr. Don Curry	No	0
55	<b>Warren Trumbull Urban League</b> 290 W Market Street SW Warren OH 44481 Contact: William Wells	No	0
56	<b>Assoc. Neighborhood Ctr.</b> Outreach Worker 1649 Jacobs Road Youngstown OH 44505	No	0
57	<b>Mahoning and Columbian Training Association</b> 964 N. Market Street Lisbon, OH 44432	No	0
58	<b>ETI Technical College</b> 1320 W. Maple Street NW N Canton, OH 44720 Contact: Louis Thomas	No	0
59	<b>Mediarecruiter.com</b>	No	0
60	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	25
61	<b>Internal Posting</b>	No	0
62	<b>Word-of-Mouth Referral</b>	No	8
63	<b>Radio Sales Today/RAB</b> 1320 Greenway Drive # 500 Irving, TX 75038 Contact: Mark D. Levy	No	1
64	<b>Stations Websites</b> ( <i>one or more SEU stations</i> )	No	4
65	<b>Vindicator Newspaper</b> 107 Vindicator Square Youngstown, OH 44503	No	5
66	<b>Walk-In/Self-Referral</b>	No	5
67	<b>Monster.com</b>	No	0
68	<b>Chamber of Commerce</b> 11 W. Federal Street Youngstown, OH 44503	No	0
69	<b>Traffic Directors Guild</b> 26000 Avenida Aeropuerta # 114 San Juan Capistrano, CA 92675	No	0
70	<b>Careerlink.com/Careerbuilder.com</b>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
71	<b>Tribune Chronicle</b> 240 Franklin St NE Warren, OH 44482	No	3
72	<b>Job Fair</b> (see Section III)	No	10
73	<b>Career Link</b> 217 West State Street Sharon, PA 16146 Contact: Angie Palumbo	No	0
74	<b>Cumulusjobs.com</b>	No	0
75	<b>Inside Radio</b> 365 Union Street Littleton, NH 03561	No	1
76	<b>Sharon Herald</b> 52 South Dock Street Sharon, PA 16146	No	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			64

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Internship Program	This SEU regularly hosts interns from area high schools and colleges. During this reporting period, this SEU hosted a total of four interns, including one from the Ohio Center of Broadcasting, two from Youngstown State University, and one Ohio State University. The students were supervised by the Promotions Department and assisted with the following duties: live remote broadcast set up, hosting listeners, passing out literature, manning booths, and entering listener data into our database.
2	Host Job Fair	This SEU hosted a job fair on June 19, 2009 and ran on-air announcements on all of its stations to promote the job fair. Prospective sales employees visited the station facilities, submitted resumes and met with the Sales Managers for information on careers in broadcasting.