

**WHOT-FM, WQXK(FM), WYFM(FM), WWIZ(FM),
 WSOM(AM), WBBW(AM), WPIC(AM), WLLF(FM)
 EEO PUBLIC FILE REPORT
 September 16, 2011 – March 31, 2012**

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 Hire
1. Sales Representative	1-58,60-62,64,65,67,68,70,71,76	60
2. Sales Representative	1-58,60-62,64,65,67,68,70,71,76	62
3. Sales Representative	1-58,60-62,64,65,67,68,70,71,76	62
4. Sales Representative	1-58,60-62,64,65,67,68,70,71,76	60
5. Sales Representative	1-58,60-62,64,65,67,68,70,71,76	62
6. Sales Representative	1-58,60-62,64,65,67,68,70,71,76	60
7.		
8.		
9.		

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Women’s International League for Peace & Justice PO Box 18138 Cleveland, OH 44118	N	0
2	Minority Business Development Center 601 Lakeside Avenue Cleveland, OH 44115	N	0
3	Intentionally Omitted	N	0
4	Native American PBC PO Box 83111 Lincoln, NE 68501	N	0
5	Ursuline College/Placement Office 2550 Lander Road Pepper Pike, OH 44124-4296	N	0
6	National Association of Black Vets 2900 Community College Avenue Cleveland, OH 44115	N	0
7	Lake Erie College/Placement Office 391 W Washington Street Painseville, OH 44077	N	0
8	American Jewish Committee 1422 Euclid Avenue Cleveland, Ohio 44115	N	0
9	Ashland College/Placement Office 401 College Ave. Ashland, OH 44805	N	0
10	Ohio State University Office of Career Services 190 West 17 th Avenue Columbus, OH 43210-1369	N	0
11	Weathershead School of Management Case Western Reserve University Cleveland, OH 44106	N	0
12	Hispanic Link News Service 1420 N Street NW Washington DC 20005	N	0

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
13	Jewish Community Federation 1750 Euclid Ave. Cleveland OH 44115	N	0
14	Ohio University/Placement Office 336 Richland Ave. Athens OH 44691	N	0
15	Akron Community Service Center & Urban League 250 East Market Street Akron OH 44308	N	0
16	Miami University Placement Office Oxford OH 45056	N	0
17	Notre Dame College/Placement Office 4554 College Road South Euclid OH 44121	N	0
18	Cleveland Council of Black College Alumni Assn 920 Errick Road Cleveland OH 44108	N	0
19	Marietta College/Placement Center 213 4 th Street Marietta OH 45750	N	0
20	Wooster College/Placement Office 1189 Beall Ave. Wooster OH 44691	N	0
21	Youngstown Area Urban League Attorney William Miller 1350 Fifth Ave, Suite 300 Youngstown OH 44504	N	0
22	Trumbull County JVS Cynthia Jarvis 528 Educational Highway Warren OH 44482	N	0
23	National Urban League 120 Wall Street, Floor 7 New York NY 10005-3902	N	0
24	Columbiana County, Department of Human Services Barbara Senanfes P.O. Box 9, 110 Nelson St. Lisbon OH 44432	N	0
25	Ohio Center for Broadcasting 9885 Rockside Rd, Suite 160 Valley View. OH 44125	N	0

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

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
39	Urban League Shenango Valley 601 Indiana Ave Farrell PA 16121	N	0
40	Stark County Dept. of Human Services Jeff St. Ealey 301 Peidmont NE Canton OH 44702	N	0
41	University of Akron Placement Office 302 E Buchtel Ave Akron OH 44304	N	0
42	Mount Union College Placement Office 335 Hartshorn Street Alliance OH 44601	N	0
43	Alliance Negro History Club 1029 Noble Street Alliance OH 44601	N	0
44	OBES Job Training Partnership P.O. Box 8768 Canton OH 4711-8768	N	0
45	Canton Urban League 1400 Sherrick Road SE Canton OH 44707	N	0
46	Kent State University Placement Office 400 East Fourth Street East Liverpool OH 43920	N	1
47	OBES 402 Second Street Canton OH 44701-1108	N	0
48	Malone College/Placement Office 515 25 th Street NW Canton OH 44707	N	0
49	Walsh College Ann Spiller 2020 East Maple Street SW North Canton OH 44720	N	0

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
50	Kent State University/Placement Office East Main & Lincoln Kent OH 44242	N	2
51	Bureau of Voc Rehabilitation Employer Serv. Specialist 242 Federal Plaza West Youngstown OH 44506	N	0
52	Columbiana County Career Center 9364 State Route 45 Lisbon OH 44432	N	0
53	Nat'l Organization of Women 4025 Market Street Youngtown Oh 44512	N	0
54	OBES Mr. Don Curry 2026 South Ave Youngstown OH 44502	N	0
55	Warren Trumbull Urban League William Wells 290 W Market Street SW Warren OH 44481	N	0
56	Assoc Neighborhood Ctr. Outreach Worker 1649 Jacobs Road Youngstown OH 44505	N	0
57	MCTA 964 N Market Street Lisbon OH 44432	N	0
58	ETI Technical College Louis Thomas 1320 W maple Street NW N Canton OH 44720	N	0
59	Indeed.Com	N	28
60	On-Air Announcements (1 or more SEU Stations)	N	49
61	Internal Posting	N	0
62	Word-of-Mouth Referral	N	0
63	Radio Sales Today/RAB	N	0
64	Stations Websites (1 or more SEU stations)	N	0
65	Vindicator Newspaper 107 Vindicator Square Youngstown, OH 44503	N	0
66	Walk-in	N	0

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
67	Ohio Association of Broadcasters Website	N	12
68	Chamber of Commerce 11 W. Federal St. Youngstown, OH 44503	N	0
69	RegionalHelpWanted.com	N	21
70	CareerLink.com/CareerBuilder.com	N	0
71	Tribune Chronicle 240 Franklin St NE Warren, OH 44482	N	0
72	Job Fair / Community Event (see Section III)	N	0
73	Career Link Angie Palumbo 217 West State Sharon, PA	N	0
74	Cumulusjobs.com	N	0
75	Inside Radio 365 Union St. Littleton, NH 03561	N	0
76	Sharon Herald 52 South Dock Street Sharon, PA 16146	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			114

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April 1, 2010-March 31, 2011**

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	This SEU regularly hosts interns from area colleges and universities. During this reporting period, we hosted two interns who primarily worked with our promotions department. Interns were referred by, Youngstown State University (2). The interns 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 in House Job Fair	On 2/9/2012 our SEU hosted an open house inviting prospective sales employees to visit our facilities, drop off a resume and meet with our sales managers for information on our job opportunities. We advertised the event via on-air announcements on all stations.