

**WHOT-FM, WQXK(FM), WYFM(FM), WWIZ(FM), WRQX(AM),
WBBW(AM), WPIC(AM), and WLLF(FM)
EEO PUBLIC FILE REPORT
June 1, 2019 – May 31, 2020**

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
No Full-Time Positions Were Filled During this Reporting Period.		

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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
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On June 10, 2019, our SEU’s Market Manager was a guest panelist at the annual Communications Meeting of the Diocese of Youngstown, during which, among other topics, he spoke about the radio business and emphasized the ever-increasing role technology plays in the industry.
2	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On June 22, 2019, our SEU’s Local Sales Manager (“LSM”) welcomed a student from Mercer High School for a “job shadow.” The student received a tour of our facilities, met our staff, and received a quick lesson about how radio stations operate before “shadowing” our LSM for the day to experience what a typical day at a cluster of radio stations is like for him.
3	Mentoring Program	Since September 19, 2019, our SEU’s Business Manager has been mentoring our Traffic Manager to acquire the knowledge and skills necessary to move into the position of Business Office Assistant. Our Business Manager met with this employee on a regular basis to provide instructions about the intricacies involved in business office operations of a national radio company. An understanding of these operations puts this employee in position as a likely candidate for a managerial job in the future.
4	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On October 10, 2019, our WHOT-FM Morning Show Hosts spoke to incoming students at Youngstown State University about career opportunities in broadcasting as well as the education/skill sets necessary for success in the radio business.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On October 17, 2019, our SEU's Local Sales Manager addressed the Marketing classes at Westminster College to talk about his job as the sales manager of a cluster of radio stations entails as well as the education and skill sets necessary to be successful in sales in radio. He also emphasized the ever-increasing role technology plays in the industry.
6	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On November 25, 2019, our Local Sales Manager our SEU's Local Sales Manager ("LSM") welcomed a student from Slippery Rock University for a "job shadow." The student received a tour of our facilities, met our staff, and received a quick lesson about how radio stations operate before "shadowing" our LSM for the day to experience what a typical day at a cluster of radio stations is like for him.
7	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On November 29, 2019, the Co-Host of Sports Line on Stations WPIC and WLLF welcomed a student from Slippery Rock University for a "job shadow." The student received a tour of our facilities, met our staff, and received a quick lesson about how radio stations operate before "shadowing" the Co-Host for the day to experience what this on-air position entails.
8	Participate in event/program sponsored by a community organization/educational institution relating to career opportunities in broadcasting	On January 14, 2020, our Senior Sales Executive organized and conducted a live remote broadcast from the Trumbull County Technical Career Center Job Fair, during which she discussed career opportunities in broadcasting with an emphasis on sales and marketing.
9	Participate in event/program sponsored by a community organization/educational institution relating to career opportunities in broadcasting	On February 18, 2020, our Senior Sales Executive welcomed a student from Trumbull County Technical Career Center for a "job shadow." The student received a tour of our facilities, met our staff, and received a quick lesson about how radio stations operate before "shadowing" our Senior Sales Executive for the day to experience what a typical day selling advertising for a cluster of radio stations is like.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
10	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On February 20, 2020, our WQXK Morning Show Hosts were invited to Minerva Elementary School to talk with a group of students about how radio stations operate, what its like to be an on-air talent, how radio stations support the communities they serve, and the opportunities available for a future career in broadcasting.
11	Participate in event/program sponsored by an community organization relating to career opportunities in broadcasting	On February 22, 2020, our WHOT-FM Morning Show Hosts welcomed a group from the Easter Seals Skill and Development Center for a tour of our facilities, during which they met our staff, received a brief tutorial about about how radio stations operate, and learned about the wide variety of career opportunitis available in broadcasting. Throughout the tour questions were encouraged.
12	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On March 11, 2020, our WHOT-FM Morning Show Hosts welcomed two students from Beaver Local School District for “job shadows” as a Career Day activity. The students received a tour of our facilities, met our staff, and receieved a quick lesson about how radio stations operate before “shadowing” our Morning Show Hosts to experience what a typical day at a cluster of radio stations is like for on-air personalities.
13	Plan to Participate in Job Fair	On March 25, 2020, our Market Manager registered our SEU to participate in the Youngstown State University Job Fair. Unfortunately, the COVID-10 pandemic, this event was cancelled.
14	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting (3)	Our SEU’s Market Manager was invited by Slippery Rock University to mentor students over the course of a three-day period (April 9 through 13, 2020). He not only helped them with their resume writing and interviewing skills but also shared information about career opportunities in broadcasting as well as the education/skill sets necessary for success in the radio business.