

**WHBC(AM) and WHBC-FM
EEO PUBLIC FILE REPORT
June 1, 2016-May 31, 2017**

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 |
|---------------------------------------|---|--------------------|
| Traffic Director | 1-2, 18 | 18 |
| News Anchor | 16, 18, 20 | 18 |
| Account Executive | 1-8, 19-20 | 2 |
| On Air Talent | 18* | 18 |
| Account Executive | 1-21, 23 | 21 |
| Account Executive | 1-21, 23 | 21 |
| Account Executive | 1-21, 23 | 18 |
| Administrative Assistant/Receptionist | 1-23 | 22 |

**Exigent Circumstances*

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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 | No | 11 |
| 2 | Monster.com Contact: Linda Beasley 500 Market Avenue South Canton, OH 44702 330.580.8400 | No | 6 |
| 3 | Canton Regional Chamber of Commerce Contact: Steven Catz 222 Market Avenue N Canton, OH 44702 330.456.7253 | No | 0 |
| 4 | North Canton Chamber of Commerce Contact: Doug Lane 1215 Main Street North Canton, OH 44702 330.499.5100 | No | 0 |
| 5 | Ohio Association of Broadcasters 17 S High Street, #1010 Columbus, OH 43215 www.oab.org | No | 0 |
| 6 | Stark State College Contact: Melisa Blands 6200 Frank Avenue NW North Canton, OH 44720 | No | 1 |
| 7 | Walsh University Contact: Andy Weyand 2020 East Maple Street North Canton, OH 44720 www.walsh.edu | No | 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 | No | 0 |
| 9 | Massillon Chamber of Commerce Contact: Ted Herncane 137 Lincoln Way E. Massillon, OH 44646 330.833.3146 www.massillonohchamber.com | No | 0 |
| 10 | Jobs for Ohio's Graduates Contact: Roger Latanzie 1201 30 th Street NW, Suite 201-B Canton, OH 44709-2959 330.493.1736 | No | 0 |
| 11 | Jobs for Graduates 55 East Cuyahoga Falls Avenue Akron, OH 44310 Phone: 330.374.9445 Fax: 330..74.9448 sucess@jobworks.org | No | 0 |
| 12 | Stark County District Library Contact: Shana Springer 715 Market Avenue N Canton, OH 44702 330.458.2701 www.starklibrary.org | No | 0 |
| 13 | Malone University 2600 Cleveland Avenue NW Canton, OH 44709 800.521.1146 | No | 0 |
| 14 | Ohio Means Jobs Contact: Harry Berry 822 30 th Street NW Canton, OH 44709 330.433.9675 | No | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 15 | 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 | No | 0 |
| 16 | All Access www.allaccess.com | No | 1 |
| 17 | Inside Radio www.insideradio.com/jobs/ | No | 0 |
| 18 | Word-of-Mouth Referral | No | 10 |
| 19 | On-Air Announcements 1480 WHBC(AM) & 94.1 WHBC-FM | No | 0 |
| 20 | Station Website Postings www.whbc.com and www.MIX941.com | No | 1 |
| 21 | Indeed.com www.indeed.com | No | 13 |
| 22 | Mancan 1918 Fulton Road NW Canton, OH 44709 330.492.5627 www.mancan.com | No | 1 |
| 23 | Alpha Media Career Website www.alphamediausa.com/careers | No | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 44 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|---|
| 1 | Participate in Job Fair | On September 28, 2016, our SEU participated in and was a co-sponsor of The City of Massillon Job Fair, in conjunction with The City of Massillon, The Independent and Monster, Massillon West Stark Chamber of Commerce and Ohio Means Jobs-Stark County. Our General Sales Manager represented our 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. |
| 2 | Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting | On May 10, 2017, our SEU hosted a student attending Bowling Green University to “job shadow” our Midday FM On-Air Personality to learn about what this job entails both on and off the air. The student also received a tour of the studios and meet and conversed with other staff members about operations and career opportunities. |
| 3 | Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting | On May 11, 2017, our SEU hosted three (3) students attending Hoover High School who were particularly interested in radio broadcasting to observe our News/Talk program after which they “job shadowed” our Production Director followed by our FM On-Air Personalities. Throughout their visit, our staff members encouraged and answered their questions about operations and career opportunities. |
| 4 | Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting | On May 19, 2017, our SEU hosted a group of students and teachers from Northwest Middle School’s Cognitive Disability unit for a tour of our facilities. Our Traffic Director conducted the tour and talked about how radio stations operate and the opportunities available for a future career in broadcasting. |