

**WHBC(AM) and WHBC-FM  
EEO PUBLIC FILE REPORT  
June 1, 2021 – May 31, 2022**

**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>
Content Director	15,17,19-20,22,23,24	17
Promotions Director/On-Air Talent	15,17,19-20,22	20
Sports Reporter	<i>Exigent hire</i>	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	<b>The Repository</b> Linda Beasley 500 Market Avenue South Canton, Ohio 44702 330.580.8400	NO	0
2	<b>Monster.com</b> Linda Beasley 500 Market Avenue N Canton, Ohio 44702 330.580.8400	NO	0
3	<b>Canton Regional Chamber of Commerce</b> Joy Walko Jow@leadershipstarkcounty.org 222 Market Avenue N, Canton, Ohio 44702 330.456.7253	NO	0
4	<b>North Canton Chamber of Commerce</b> Doug Lane dlane@northcantonchamber.org 121 Main Street, North Canton, OH 44720 330.499.5100	NO	0
5	<b>Ohio Association of Broadcasters</b> 17 S. High Street, #1010 Columbus, Ohio 43215 <a href="http://www.oab.org/">www.oab.org/</a>	NO	0
6	<b>Stark State College</b> 6200 Frank Avenue NW North Canton, Ohio 44720 330.966.5459 careerservices@stark state.edu/collegecentral.com	NO	0
7	<b>Walsh University</b> Abby Poeski 330.490.7604 2020 E. Maple Street North Canton, Ohio 44720 330.490.7090, ext. 4974 <a href="http://www.walsh.edu/careercenter@walsh.edu">www.walsh.edu/careercenter@walsh.edu</a>	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	<b>Canton's Woman's Club</b> Holly Smith 822 Market Avenue N Canton, Ohio 44720 330.453.4802 <a href="http://www.cantonswomansclub.net/">www.cantonswomansclub.net/</a>	NO	0
9	<b>Massillon Chamber of Commerce</b> Ted Herncane 137 Lincoln Way E. Massillon, Ohio 44646 330.833.3146 <a href="http://www.massillonohchamber.com/">www.massillonohchamber.com/</a>	NO	0
10	<b>Jobs for Ohio's Graduates</b> 55 East Cuyahoga Falls Avenue Akron, Ohio 44310 Phone: 330.374.9445 Tajaha Laflore <a href="mailto:TLAFlore@jogworks.org">TLAFlore@jogworks.org</a>	NO	0
11	<b>Stark County District Library</b> Shana Springer 715 Market Avenue N. Canton, Ohio 44702 330.458.2701 <a href="http://www.starklibrary.org">www.starklibrary.org</a>	NO	0
12	<b>Malone University</b> 2600 Cleveland Avenue NW Canton, Ohio 44709 1.800.521.1146 Attn: Jen Vennest	NO	0
13	<b>Ohio Means Jobs</b> Harry Berry 822 30th Street NW Canton, Ohio 44709 330.433.9675	NO	0
14	<b>Workforce Initiative Association</b> (connected w/Ohio Means Jobs) Robin Hartline 822 30th Street NW Canton, Ohio 44709 Career Services 330.491.2613	NO	0
15	<b>All Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	NO	2
16	<b>Inside Radio</b> <a href="http://www.insideradio.com/jobs/">www.insideradio.com/jobs/</a>	NO	0
17	<b>Word-of-Mouth Referral</b>	NO	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	NO	0
19	<b>Indeed.com</b> <a href="http://www.indeed.com">www.indeed.com</a>	NO	1
20	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	NO	4
21	<b>NAACP</b> Deborah Shamlin <a href="mailto:starkcountynaacp@gmail.com">starkcountynaacp@gmail.com</a>	NO	0
22	<b>LinkedIn</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	NO	0
23	<b>Glassdoor</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	NO	0
24	<b>Unknown</b> <i>(source not adequately identified upon SEU inquiry)</i>	NO	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			12

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 4, 2021, our Market Manager attended a Job Fair, at Massillon Recreation Center, held by Massillon City. Market was a Co-Sponsor of the event, giving the client on-air commercials to advertise the event. Market set up a booth to recruit for open positions.
<b>2</b>	Management-level training regarding Diversity, Inclusion and Accommodation	During the months of November and December 2021, the SEU participated in Diversity, Inclusion and Accommodation training. The Content Director participated in the ThinkHR training webinar provided by Alpha Media.