

**WHBC(AM) and WHBC-FM  
EEO PUBLIC FILE REPORT  
June 1, 2023 – May 31, 2024**

**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>
Account Executive	17,19,20,22,23	19

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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 <a href="mailto:careerservices@starkstate.edu">careerservices@starkstate.edu</a> / <a href="http://collegecentral.com">collegecentral.com</a>	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
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	0
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/Walk In</b>	NO	1
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	2
20	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	NO	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			6

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On January 23, 2024, an on-air talent spoke to a group of students and Job seekers at Conotton Valley High School’s Career Day. The personality spoke about career opportunities in media. The talent discussed his career as a broadcaster, the education he obtained for the position and the experience he had acquired to help him succeed in his field.
2	Internship Program	<p>Our SEU hosts an excellent internship program that provides student interns with a well-rounded experience in radio broadcasting. Supervised by our Content Director, interns learn about and help with copywriting, preparation of liners, Special Events and Sports programming. They also assist with research for the programming of the on-air shows and attend special events during the program duration. Although the interns typically “shadow” members of the Programming Department, they are also exposed to our Promotions, Production, On-Air and Sales Departments.</p> <p>During this reporting period, our SEU hosted one (1) intern from the following school:</p> <ul style="list-style-type: none"> <li>• Ashland University – May 20, 2024 - present</li> </ul>
3	Management-level training regarding Preventing Discrimination	During the month of October - November 2023, the SEU Promotions Manager, Market Manager and Content Director’s participated in Workplace Violence & Bullying Prevention (Manager). Managers were required to complete the course online through Paycor.
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	Our SEU on April 8, 2024, WHBC-FM Morning OnAir Personality hosted 15 students from Project Rebuild, they ranged from 16yrs to 24yrs old in the studios/offices of the SEU. The host gave a tour of the studios/offices of the SEU. During the tour, the students were informed of broadcast/media careers. The host explained how the radio station worked, the roles and responsibilities within the station and what careers are available within each department they interacted with.

