

**WING(AM), WGTZ(FM), WDHT(FM), WROU-FM and WCLI-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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Integrated Marketing Consultant	1-9	3
Integrated Marketing Consultant	1-9	5
Integrated Marketing Consultant	1-9	6

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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	On-Air Announcements <i>(one or more SEU stations)</i>	N	0
2	Word-of-Mouth Referral	N	4
3	Indeed www.indeed.com	N	6
4	Glassdoor www.glassdoor.com	N	0
5	LinkedIn www.linkedin.com	N	1
6	Alpha Media Careers Website www.alphamediausa.com/careers	N	3
7	ZipRecruiter www.ziprecruiter.com	N	0
8	Unknown <i>(source not adequately identified upon inquiry by SEU)</i>	N	0
9	Diversity Jobs powered by Circa diversityjobs.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management training	On September 15, 2023, our SEU’s Business Manager and Market Manager participated in a training webinar provided by Wiley Rein, LLP on the “FCC’s EEO Rules and Regulations.”
2	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 30, 2023, our SEU gave a station tour for International College of Broadcasting. Our representative spoke with students about career opportunities in radio as well as job openings within our SEU. SEU participants included our Content Director/Community Affairs Director/Afternoon Drive Personality.
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 3, 2024 our SEU participated in Communications Week sponsored by Central State University and held on the Wilberforce University campus in Wilberforce, Ohio. Our Content Director/ On Air Personality, Promotions Director, and Engineer talked with students and others in attendance about the radio industry and career opportunities in radio/media sales.
4	Management Training	On May 29, 2024, our Market Manager and Business Manager participated in an online training course on Creating Value Through Diversity and Inclusion-Understanding Diversity and Inclusion through Paycor.
5	Management Training	On May 29, 2024, our Market Manager and Business Manager participated in an online training course on Creating Value Through Diversity and Inclusion-Understanding Unconscious Bias through Paycor.
6	Management Training	On May 29, 2024, our Market Manager and Business Manager participated in an online training course on Creating Value Through Diversity and Inclusion-Strategies for Tackling Unconscious Bias through Paycor.