

WHOT-FM, WBBW-AM, WSOM-AM, WQXK-FM, WYFM-FM,  
WWIZ-FM, WPIC-AM, & WLLF-FM

EEO PUBLIC FILE REPORT

April 1, 2016 – March 31, 2017

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>
MARKET MANAGER	1-50,53,54,62,66,70,71,72,74	54
TRAFFIC MANAGER	1-50,52,53,54,57,59,63,66,68,72	52 & 54
ON-AIR PERSONALITY	54,69	69
SALES LEADER	1-50,52,54,58,59,63,66,68	54
SALES ASSISTANT	1-50,52,54,58,59,62,63,68	58
SALES LEADER	1-50,52,54,58,59,63,66,68	52

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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>Women’s International League for Peace &amp; Justice</b> PO Box 18138 Cleveland, OH 44118	N	0
2	<b>Ursuline College/Placement Office</b> 2550 Lander Road Pepper Pike, OH 44124-4296 <a href="mailto:kknaus@ursuline.edu">kknaus@ursuline.edu</a>	N	0
3	<b>American Jewish Committee</b> 1422 Euclid Avenue Cleveland, Ohio 44115 <a href="mailto:social@ajc.org">social@ajc.org</a>	N	0
4	<b>Weathershead School of Management</b> Case Western Reserve University 2061 Cornell rd Cleveland, OH 44106 <a href="mailto:weatherhead@case.edu">weatherhead@case.edu</a>	N	0
5	<b>Ohio University/Placement Office</b> 1 Park Place Athens OH 45701 <a href="mailto:uhr@ohio.edu">uhr@ohio.edu</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	<b>Cleveland Council of Black College Alumni Assn</b> 920 Errick Road Cleveland OH 44108 <a href="mailto:admin@hbcualumnicle.com">admin@hbcualumnicle.com</a>	N	0
7	<b>Youngstown Area Urban League</b> Attorney William Miller 1350 Fifth Ave, Suite 300 Youngstown OH 44504 (330)744-4111	N	0
8	<b>Ohio Center for Broadcasting</b> 9885 Rockside Rd, Suite 160 Valley View. OH 44125 Beonair.com <a href="mailto:Jhardy@beonair.com">Jhardy@beonair.com</a>	N	0
9	<b>Mahoning County JVS</b> Adult Education Department 7300 N Palmyra Road Canfield OH 44406 (MCCTC) <a href="mailto:Cynthia.carosella@mahoningctc.com">Cynthia.carosella@mahoningctc.com</a>	N	0
10	<b>Specs Howard School of Broadcast Arts</b> 19900 West Nine Mile Road Southfield MI 48075 <a href="http://Specshoward.edu">Specshoward.edu</a>	N	0
11	<b>University of Akron</b> Placement Office 302 E Buchtel Ave Akron OH 44304 <a href="mailto:cba@uakron.edu">cba@uakron.edu</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<p align="center"><b>OBES</b>  <b>Job Training Partnership</b>  145 S. Front Street  Columbus, Oh 43215</p> <p align="center"><a href="http://www.state.oh.us/obes/">www.state.oh.us/obes/</a></p>	N	0
13	<p align="center"><b>OBES</b>  <b>402 Second Street</b>  Canton OH 44701-1108</p>	N	0
14	<p align="center"><b>Bureau of Voc Rehabilitation</b>  <b>Employer Serv. Specialist</b>  242 Federal Plaza West  Youngstown OH 44506  330-797-9985</p>	N	0
15	<p align="center"><b>OBES</b>  <b>Mr. Don Curry</b>  2026 South Ave  Youngstown OH 44502</p>	N	0
16	<p align="center"><b>MCTA</b>  <b>7989 Dickey Dr Suite 4</b>  Lisbon OH 44432  330-424-7722</p>	N	0
17	<p align="center"><b>Minority Business Development Agency</b>  1401 Constitution Ave. NW  Washington, DC 20230  <a href="http://www.mbda.gov">www.mbda.gov</a></p>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	<b>National Association of Black Vets</b> 2900 Community College Avenue Cleveland, OH 44115 Tri-c.edu/career services	N	0
19	<b>Ashland College/Placement Office</b> 401 College Ave. Ashland, OH 44805 <a href="mailto:enrollme@ashland.edu">enrollme@ashland.edu</a>	N	0
20	<b>Hispanic Link News Service</b> 1420 N Street NW Washington DC 20005 Nationalhispanicnews.com	N	0
21	<b>Akron Community Service Center &amp; Urban League</b> 440 Vernon Odom Blvd Akron OH 44307 (330)434-3101 <a href="mailto:mrogers@akronurbanleague.org">mrogers@akronurbanleague.org</a>	N	0
22	<b>Trumbull County JVS</b> Cynthia Jarvis 528 Educational Highway Warren OH 44482 <a href="mailto:Reid.young@neomin.org">Reid.young@neomin.org</a>	N	0
23	<b>National Urban League</b> 120 Wall Street, Floor 7 New York NY 10005-3902 Urbanleaguejobsnetwork.com	N	0
24	<b>Urban League of Greater Cleveland</b> Employment & Training 2930 Prospect Ave. Cleveland OH 44115 (216)622-0999 <a href="mailto:dgraham@ulcleveland.org">dgraham@ulcleveland.org</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	<p align="center"> <b>NAACP Cleveland Branch</b>            7100 Euclid Blvd.            Cleveland, OH 44103            (216)231-6260  <a href="mailto:info@clevelandnaacp.org">info@clevelandnaacp.org</a> </p>	N	0
26	<p align="center"> <b>Mahoning County Dept. of Human Services</b>            Patty Joyce            709 N Garland Ave            Youngstown OH 44506         </p>	N	0
27	<p align="center"> <b>Youngstown State University</b>            Career Services, Placement Office            1 University Plaza            Youngstown OH 44555-0001  <a href="mailto:careerservices@ysu.edu">careerservices@ysu.edu</a> </p>	N	0
28	<p align="center"> <b>Urban League</b>            Shenango Valley            601 Indiana Ave            Farrell PA 16121  <a href="http://Svuleague.org/contactus.html">Svuleague.org/contactus.html</a> </p>	N	0
29	<p align="center"> <b>Mount Union College</b>            Placement Office            1972 Clark Ave.            Alliance OH 44601  <a href="mailto:info@mountunion.edu">info@mountunion.edu</a> </p>	N	0
30	<p align="center"> <b>Canton Urban League</b>            1400 Sherrick Road SE            Canton OH 44707            Cantonul.org         </p>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	<b>Columbiana County Career Center</b> 9364 State Route 45 Lisbon OH 44432 Ccctc.k12.oh.us	N	0
32	<b>Warren Trumbull Urban League</b> William Wells 290 W Market Street SW Warren OH 44481	N	0
33	<b>ETI Technical College</b> 2076 Youngstown-Warren Rd Niles, Ohio 44446 <a href="mailto:info@eticollege.edu">info@eticollege.edu</a>	N	0
34	<b>Native American PBC</b> PO Box 83111 Lincoln, NE 68501	N	0
34	<b>Lake Erie College/Placement Office</b> 391 W Washington Street Painesville, OH 44077 <a href="mailto:humanresources@lec.edu">humanresources@lec.edu</a>	N	0
36	<b>Ohio State University</b> Office of Career Services 1590 North High St. Suite 300 Columbus, OH 43201 <a href="mailto:employment@hr.osu.edu">employment@hr.osu.edu</a>	N	0

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37	<p><b>Notre Dame College/Placement Office</b>            4545 College Road            South Euclid OH 44121  <a href="mailto:andersons@ndc.edu">andersons@ndc.edu</a></p>	N	0
38	<p><b>Jewish Community Federation</b>            25701 Science Park Dr            Cleveland OH 44122  <a href="mailto:info@jcfcleve.org">info@jcfcleve.org</a></p>	N	0
39	<p><b>Columbiana County, Department of Human Services</b>            Barbara Senanfes            7989 Dickey Dr..            Lisbon OH 44432 (330)424-1471  <a href="mailto:Columbiana_ifs@odjfs.state.oh.us">Columbiana_ifs@odjfs.state.oh.us</a></p>	N	0
40	<p><b>John Carroll University/Career Placement</b>            20700 N Park            Cleveland OH 44118  <a href="mailto:cstuppy@jcu.edu">cstuppy@jcu.edu</a></p>	N	0
41	<p><b>Ohio Dept. of Job &amp; Family Services</b>            P.O. Box 1198            Youngstown OH 44502            (goes through city)</p>	N	0
42	<p><b>Mercer County NAACP</b>            211 Federal Street            Farrell PA 16121</p>	N	0
43	<p><b>Stark County Dept. of Human Services</b>            221 3<sup>rd</sup> St. SE            Canton OH 44702  <a href="mailto:Stark_csc@odjfs.state.oh.us">Stark_csc@odjfs.state.oh.us</a></p>	N	0



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44	<p>Walsh College Ann Spiller 2020 East Maple Street SW North Canton OH 44720 Walshcollege.edu</p>	N	0
45	<p>Nat'l Organization of Women 1100 H Street NW Suite 300 Washington, DC 20005 Ohionow.yahoo.com</p>	N	0
46	<p>Assoc Neighborhood Ctr. Outreach Worker 1649 Jacobs Road Youngstown OH 44505 (330)744-4377</p>	N	0
47	<p>Wooster College/Placement Office 1189 Beall Ave. Wooster OH 44691 <a href="mailto:webmaster@wooster.edu">webmaster@wooster.edu</a></p>	N	0
48	<p>Malone College/Placement Office 515 25<sup>th</sup> Street NW Canton OH 44707 Malone.edu 330-471-8100</p>	N	0
49	<p>Alliance Negro History Club 1029 Noble Street Alliance OH 44601</p>	N	0
50	<p>Mahoning Columbiana Training Association (MCTA) 964 Market St. Lisbon, OH 44432</p>	N	0

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51	Media Recruiter Website <a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>	N	0
52	On-Air Announcements (one or more SEU stations)	N	6
53	Internal Posting	N	4
54	Word-of-Mouth Referral	N	5
55	Radio Sales Today / Radio Advertising Bureau (RAB) <a href="http://www.rab.com">www.rab.com</a>	N	0
56	Station Website Posting (one or more SEU stations)	N	0
57	Vindicator Newspaper 107 Vindicator Square Youngstown, OH 44503	N	4
58	Walk-In / Self Referral	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
59	<b>Monster Website</b> <a href="http://www.monster.com">www.monster.com</a>	N	10
60	<b>Chamber of Commerce</b> 11 W. Federal St. Youngstown, OH 44503	N	0
61	<b>Traffic Director's Guild</b> 26000 Avenida Aeropuerto #114 San Juan Capistrano, CA 92675	N	0
62	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
63	<b>Tribune Chronicle</b> 240 Franklin St. Warren, OH 44482 330-841-1600	N	0
64	<b>SEU Job Fairs / Community Events (See Section III)</b>	N	0
65	<b>Career Link</b> Angie Palumbo 217 West State St. Sharon, PA 16146	N	0
66	<b>Cumulus Media Website</b> <a href="http://www.cumulusradio.com">www.cumulusradio.com</a>	N	0

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67	<b>Inside Radio</b> 365 Union St. Littleton, NH 03561	N	0
68	<b>Sharon Herald</b> 52 South Dock St. Sharon, PA 16146 724-981-6100	N	3
69	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	1
70	<b>LINKEDIN SOCIAL NETWORK</b> <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	N	3
71	<b>LINKEDUP NETWORK</b> <a href="http://www.linkup.com">http://www.linkup.com</a>	N	0
72	<b>GLASS DOOR WEBSITE</b> <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a>	N	0
73	<b>COMPANY FACEBOOK PAGE</b> <a href="https://www.facebook.com/CumulusMedia">https://www.facebook.com/CumulusMedia</a>	N	0
74	<b>SIMPLY HIRED</b> <a href="http://www.simplyhired.com">http://www.simplyhired.com</a>	N	0


**TOTAL INTERVIEWEES OVER REPORTING PERIOD**

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	<b>N/A</b>	<b>N/A</b>
<b>2</b>	<b>N/A</b>	<b>N/A</b>
<b>3</b>	<b>N/A</b>	<b>N/A</b>