## VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (“RS”) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>1-14, 17-21</td>
<td>17</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-14, 17-21</td>
<td>19</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-14, 17-22</td>
<td>22</td>
</tr>
<tr>
<td>News Reporter</td>
<td>1-14, 17, 19-21</td>
<td>17</td>
</tr>
<tr>
<td>Account Executive</td>
<td>17*</td>
<td>17</td>
</tr>
<tr>
<td>Local Morning Show Producer</td>
<td>1-14, 17, 19-21</td>
<td>17</td>
</tr>
<tr>
<td>OnAir Personality</td>
<td>1-14, 17, 19-21</td>
<td>19</td>
</tr>
</tbody>
</table>

*Exigent Circumstances*
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | The Repository Linda Beasley  
500 Market Avenue South 
Canton, Ohio 44702  
330.580.8400 | NO | 0 |
| 2         | Monster.com Linda Beasley  
500 Market Avenue N  
Canton, Ohio 44702  
330.580.8400 | NO | 0 |
| 3         | Canton Regional Chamber of Commerce Joy Walko  
Jow@leadershipstarkcounty.org  
222 Market Avenue N, Canton, Ohio 44702  
330.456.7253 | NO | 0 |
| 4         | North Canton Chamber of Commerce Doug Lane  
dlane@northcantonchamber.org  
121 Main Street, North Canton, OH 44720  
330.499.5100 | NO | 0 |
| 5         | Ohio Association of Broadcasters  
17 S. High Street, #1010  
Columbus, Ohio 43215  
www.oab.org/ | NO | 0 |
| 6         | Stark State College  
6200 Frank Avenue NW  
North Canton, Ohio 44720  
330.966.5459  
careerservices@starkstate.edu/collegecentral.com | NO | 0 |
| 7         | Walsh University Abby Poeski  
330.490.7604  
2020 E. Maple Street  
North Canton, Ohio 44720  
330.490.7090, ext. 4974  
www.walsh.edu/careercenter@walsh.edu | NO | 0 |
| 8         | Canton's Woman's Club Holly Smith  
822 Market Avenue N  
Canton, Ohio 44720  
330.453.4802  
www.cantonswomansclub.net/ | NO | 0 |
<table>
<thead>
<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 9         | Massillon Chamber of Commerce  
Ted Herncane  
137 Lincoln Way E.  
Massillon, Ohio 44646  
330.833.3146  
www.massillonohchamber.com/ | NO | 0 |
| 10        | Jobs for Ohio’s Graduates  
55 East Cuyahoga Falls Avenue  
Akron, Ohio 44310  
Phone: 330.374.9445  
Tajaha Laflore  
TLAFlore@jogworks.org | NO | 0 |
| 11        | Stark County District Library  
Shana Springer  
715 Market Avenue N.  
Canton, Ohio 44702  
330.458.2701  
www.starklibrary.org | NO | 0 |
| 12        | Malone University  
2600 Cleveland Avenue NW  
Canton, Ohio 44709  
1.800.521.1146  
Attn: Jen Vennest | NO | 0 |
| 13        | Ohio Means Jobs  
Harry Berry  
822 30th Street NW  
Canton, Ohio 44709  
330.433.9675 | NO | 0 |
| 14        | Workforce Initiative Association  
(connected w/Ohio Means Jobs)  
Robin Hartline  
822 30th Street NW  
Canton, Ohio 44709  
Career Services  
330.491.2613 | NO | 0 |
| 15        | All Access  
www.allaccess.com | NO | 3 |
| 16        | Inside Radio  
www.insideradio.com/jobs/ | NO | 0 |
| 17        | Word-of-Mouth Referral | NO | 7 |
| 18        | On-Air Announcements (one or more SEU stations) | NO | 0 |
| 19        | Indeed.com  
www.indeed.com | NO | 6 |
| 20        | Alpha Media Careers Website  
www.alphamediausa.com/careers | NO | 2 |
<table>
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<tr>
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<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>NAACP Deborah Shamlin <a href="mailto:starkcountynaacp@gmail.com">starkcountynaacp@gmail.com</a></td>
<td>NO</td>
<td>0</td>
</tr>
<tr>
<td>22</td>
<td>Unknown (source not adequately identified upon SEU inquiry)</td>
<td>NO</td>
<td>5</td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWEES OVER REPORTING PERIOD** 23
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Type Of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong> Management-level training addressing equal employment opportunity and preventing discrimination</td>
<td>On various dates in August-September, 2019, our Content Directors as well as Chief Engineer, Business Manager and Market Manager participated in a ThinkHR training program provided by Alpha Media entitled, “Bullying and Violence in the Workplace.”</td>
</tr>
<tr>
<td><strong>2</strong> Management-level training addressing equal employment opportunity and preventing discrimination</td>
<td>On various dates in August-September, 2019, our Content Directors as well as Chief Engineer, Business Manager and Market Manager participated in a ThinkHR training program provided by Alpha Media entitled, “Workplace Harassment Prevention for Managers.”</td>
</tr>
<tr>
<td><strong>3</strong> Management-level training addressing equal employment opportunity and preventing discrimination</td>
<td>On October 9, 2019, our Business Manager took part in a training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media,” presented by Alpha Media’s communications counsel, Wiley Rein LLP.</td>
</tr>
<tr>
<td><strong>4</strong> Internship program</td>
<td>During the 2019 Summer semester, our SEU hosted a student from Kent State University for an internship. The intern, through the Program Director, learned about the various aspects of on-air sports broadcasting, engaging the listeners and programming. Through the Promotions Director, the intern learned about SEU promotions via live events, remotes, marketing our label and working with web design on the SEU websites.</td>
</tr>
<tr>
<td><strong>5</strong> Internship program</td>
<td>During the 2020 Winter semester, our SEU a student from Akron University for an internship. The intern learned about programming, including how to create shows, conduct research, and engage listeners. The intern also learned about all aspects of our Promotions Department, including organizing events in our market. The intern was supervised by our Promotions Director.</td>
</tr>
<tr>
<td><strong>6</strong> Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting</td>
<td>On June 17, 2019, an on-air talent spoke to a group of students at Firestone High School, Akron, OH. The personality spoke to the Visual and Performing Arts Program seniors about career opportunities in media.</td>
</tr>
<tr>
<td>Type Of Recruitment Initiative (Menu Selection)</td>
<td>Brief Description Of Activity</td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>------------------------------</td>
</tr>
<tr>
<td>7 Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting</td>
<td>On November 22, 2019, an on-air talent spoke to a group of students at Firestone High School, Akron, OH. The personality spoke to the Visual and Performing Arts Program seniors about career opportunities in media</td>
</tr>
<tr>
<td>8 Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting</td>
<td>On November 25, 2019, an on-air talent spoke to a group of students at Cleveland John Adams High School, Cleveland, OH. The personality spoke to the students on various aspects of a broadcasting career and the many employment opportunities that the students can pursue.</td>
</tr>
<tr>
<td>9 Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting</td>
<td>On February 26, 2020, our Promotions Director hosted 12 students, with a concentration in Communications, from Walsh University in North Canton for a station tour. They spent an hour touring our AM/FM studios and newsroom, discussing job descriptions, educational requirements and training processes. There was also a short history lesson on the longevity of the WHBC stations.</td>
</tr>
<tr>
<td>10 Host event/program sponsored by or on behalf of a community organization relating to careers in broadcasting</td>
<td>On November 14, 2019, our Promotions Director hosted 10 Boy Scouts for a station tour. They spent an hour touring our AM/FM studios and newsroom, discussing job descriptions, educational requirements and training processes. They were instructed on how technology is being utilized in our business. There was also a short history lesson on the longevity of the WHBC stations</td>
</tr>
</tbody>
</table>