

**WHBC(AM) and WHBC-FM
EEO PUBLIC FILE REPORT
June 1, 2020 – May 31, 2021**

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
Account Executive	15-20	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	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	0
16	Inside Radio www.insideradio.com/jobs/	NO	0
17	Word-of-Mouth Referral	NO	1
18	On-Air Announcements <i>(one or more SEU stations)</i>	NO	0
19	Indeed.com www.indeed.com	NO	2
20	Alpha Media Careers Website www.alphamediausa.com/careers	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	NAACP Deborah Shamlin starkcountynaacp@gmail.com	NO	0
22	Unknown (<i>source not adequately identified upon SEU inquiry</i>)	NO	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			3

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 20,2020, an on-air talent spoke to a group of students at John Adams High School, Cleveland, OH. The personality spoke to Freshman and Sophomore's interested in becoming broadcasters and about career opportunities in media. He discussed his position of hosting a talk show and being a play by play analyst.
2	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 7, 2020, an on-air talent spoke to a group of students at Fairless Middle School, Navarre, OH. The personality spoke to the students 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.
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 8, 2021, an on-air talent spoke to a group of students at Fairless Middle School, Navarre, OH. The personality spoke to the students at the School Career Day about various aspects of a broadcasting career and the many employment opportunities that the students can pursue.
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On May 15, 2021, our Market Manager and Content Director attended an Open House/Career Fair, at Hondros College. Market exhibit set up to recruit College students into a career in broadcasting.