

**WRRM(FM), WGRR(FM), WFTK(FM), WOFX-FM & WNNF(FM)
EEO PUBLIC FILE REPORT**

June 1st, 2018 through May 31st, 2019

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	Internal Posting	N	4
2	Cincinnati Herald 3440 Burnett Avenue, Suite 130 Cincinnati, OH 45229 513-961-3331 Gwen Seay	N	0
3	NAACP 3494 Reading Road Cincinnati, OH 45229 513-281-1900 Job Placements	N	0
4	Ohio Association of Broadcasters 88 East Broad Street Columbus, OH 43215 614-228-4052 Job Board	N	0
5	Internal Transfer/Promotion	N	0
6	Cumulus Cincinnati Station Websites www.warm98.com www.wgrr.com www.purerock965.com www.wofx925.com www.nashfm941.com	N	1
7	Cincinnati Enquirer/Careerbuilder Website Jobpostings@mycareerbuilders.com http://cincinnati.gannettonline.com/careerbuilder/	N	0
8	Employee Referral	N	4
9	Zip Recruiter Website www.Ziprecruiter.com	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
10	Cincinnati State 3520 Central Parkway Cincinnati, OH 45223 cstatecareerlink@cincinnatiastate.edu	N	0
11	All Access Website www.allaccess.com	N	0
12	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
13	Non-Employee Referral	N	1
14	Miami University 501 East High Street Oxford, OH 45056	N	0
15	University of Cincinnati 2600 Clifton Avenue Cincinnati, OH 45221	N	1
16	Xavier University 3800 Victory Parkway Cincinnati, OH 45207	N	0
17	Northern Kentucky University Nunn Drive Highland Heights, KY 41099	N	2
18	Thomas More College 333 Thomas More Parkway Crestview Hills, KY 41017	N	0
19	Eastern Kentucky University 521 Lancaster Avenue Richmond, KY 40475	N	0
20	Morehead State University 150 University Blvd. Morehead, KY 40351	N	0
21	Western Kentucky University 1906 College Heights Blvd. Bowling Green, KY 42101	N	0
22	Urban League of Greater Cincinnati 3458 Reading Road Cincinnati, OH 45229 Stephen Tucker	N	0
23	Wright State University (online website posting) www.wright.edu/admin/career/getconnected/	N	0

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III. RECRUITMENT INITIATIVES

	BRIEF DESCRIPTION OF ACTIVITY	PARTICIPATE IN JOB FAIR
1	<p><u>FOUR JOB FAIRS</u></p> <p>Miami University Fall Fair September 19th, 2018</p>	<p>On September 19th, 2018 the SEU attended the Miami University Fall Career Fair held at the Miami Campus. The SEU's VP of Sales and two Sales Managers attended the fair, he spoke to attendees about vacancies within the SEU and about career opportunities in the broadcast industry, collected resumes, and distributed applications.</p>
2	<p>University of Dayton February 11th, 2019</p>	<p>On February 11th, 2019 the SEU attended the University of Dayton Career Fair, held at the main campus.. The SEU's VP of Sales and One Sales Managers attended the fair, where they spoke to attendees about vacancies within the SEU and about career opportunities in the broadcast industry, collected resumes, and distributed applications.</p>
3	<p>Miami University Spring Fair February 21st, 2019</p>	<p>On February 21st, 2019 the SEU attended the Miami University Spring Career Fair held at the Miami Campus. The SEU's VP of Sales and two Sales Managers attended the fair, where they spoke to attendees about vacancies within the SEU and about career opportunities in the broadcast industry, collected resumes, and distributed applications.</p>
4	<p>Northern Kentucky University February 27th, 2019</p>	<p>On February 27th, 2019 the SEU attended the Northern Kentucky University Job Expo. The SEU's Promotions Manager attended the fair, where they spoke to attendees about vacancies within the SEU and about career opportunities in the broadcast industry, collected resumes, and distributed applications.</p>

5	Unpaid Internship Program	<p>During the reporting period, the SEU hosted 9 student interns from the University of Cincinnati, Northern Kentucky University, and the Ohio Center of Broadcasting. The student interns, each of whom received academic credit for their internship, worked in the SEU's Promotions and Programming departments and were supervised by the SEU's Promotions Director and a Producer. While working in the SEU, the interns were afforded opportunities to learn and experience different aspects of the Promotions and Programming departments. Interns shadowed the Promotion Directors and On-Air Hosts and observed the day-to-day operations of radio stations. In addition, the interns learned how to use tools and programs commonly used in the broadcast industry. Two (2) of the Interns have been hired as part time Remote Techs/On Air.</p>
6	<p>Sponsor Event in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting</p>	<p>On March 27th, 2019 the SEU hosted a station tour for the Youth Mentorship Program from the Talbert House. They were escorted by Ms. Tori Turner, Workforce Developer from the Talbert House. Their program is designed to expose their youth (15-21 year olds) to various types of businesses and see how those businesses operate from the inside looking out. A tour was conducted of the stations, introductions to departments and their roles. The students were taken into a studio and shown how the audio board works, the software we use to put the product on the air and how we engage listeners.</p>
7	<p>Sponsor Event in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting</p>	<p>The SEU has initiated a program whereby it selects graduating High School seniors from the area high schools to shadow various departments, based on student interests. During the current reporting period the SEU invited a senior from Oak Hills High School to spend the day at the SEU's stations on January 23rd, 2019 where toured the facility, visiting the Sales, Promotions, Traffic, Business and Production departments. The student learned how each department contributed to the overall operation of the radio stations. He spent the majority of his day shadowing the SEU's Production Director and learned how commercials and audio are created, as well as how to use the production software utilized by the stations. The student was given the opportunity to produce a few commercials during his visit.</p>

8	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	March 29 th thru April 30 th , 2019 this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The training seminar was conducted through the Think HR platform. The SEU's VP/Market Manager, VP/Sales, Sales Managers, Programming Managers, Traffic Manager, Production Manager and Business Manager completed the 2 hour course successfully.
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