

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

EEO PUBLIC FILE REPORT

April 1, 2016 – March 31, 2017

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

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 6 | <p align="center"> Cleveland Council of Black College Alumni Assn 920 Errick Road Cleveland OH 44108 admin@hbcualumnicle.com </p> | N | 0 |
| 7 | <p align="center"> Youngstown Area Urban League Attorney William Miller 1350 Fifth Ave, Suite 300 Youngstown OH 44504 (330)744-4111 </p> | N | 0 |
| 8 | <p align="center"> Ohio Center for Broadcasting 9885 Rockside Rd, Suite 160 Valley View. OH 44125 Beonair.com Jhardy@beonair.com </p> | N | 0 |
| 9 | <p align="center"> Mahoning County JVS Adult Education Department 7300 N Palmyra Road Canfield OH 44406 (MCCTC) Cynthia.carosella@mahoningctc.com </p> | N | 0 |
| 10 | <p align="center"> Specs Howard School of Broadcast Arts 19900 West Nine Mile Road Southfield MI 48075 Specshoward.edu </p> | N | 0 |
| 11 | <p align="center"> University of Akron Placement Office 302 E Buchtel Ave Akron OH 44304 cba@uakron.edu </p> | 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">OBES Job Training Partnership 145 S. Front Street Columbus, Oh 43215</p> <p align="center">www.state.oh.us/obes/</p> | N | 0 |
| 13 | <p align="center">OBES 402 Second Street Canton OH 44701-1108</p> | N | 0 |
| 14 | <p align="center">Bureau of Voc Rehabilitation Employer Serv. Specialist 242 Federal Plaza West Youngstown OH 44506 330-797-9985</p> | N | 0 |
| 15 | <p align="center">OBES Mr. Don Curry 2026 South Ave Youngstown OH 44502</p> | N | 0 |
| 16 | <p align="center">MCTA 7989 Dickey Dr Suite 4 Lisbon OH 44432 330-424-7722</p> | N | 0 |
| 17 | <p align="center">Minority Business Development Agency 1401 Constitution Ave. NW Washington, DC 20230 www.mbd.gov</p> | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 18 | National Association of Black Vets 2900 Community College Avenue Cleveland, OH 44115 Tri-c.edu/career services | N | 0 |
| 19 | Ashland College/Placement Office 401 College Ave. Ashland, OH 44805 enrollme@ashland.edu | N | 0 |
| 20 | Hispanic Link News Service 1420 N Street NW Washington DC 20005 Nationalhispanicnews.com | N | 0 |
| 21 | Akron Community Service Center & Urban League 440 Vernon Odom Blvd Akron OH 44307 (330)434-3101 mrogers@akronurbanleague.org | N | 0 |
| 22 | Trumbull County JVS Cynthia Jarvis 528 Educational Highway Warren OH 44482 Reid.young@neomin.org | N | 0 |
| 23 | National Urban League 120 Wall Street, Floor 7 New York NY 10005-3902 Urbanleaguejobsnetwork.com | N | 0 |
| 24 | Urban League of Greater Cleveland Employment & Training 2930 Prospect Ave. Cleveland OH 44115 (216)622-0999 dgraham@ulcleveland.org | 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"> NAACP Cleveland Branch 7100 Euclid Blvd. Cleveland, OH 44103 (216)231-6260 info@clevelandnaacp.org </p> | N | 0 |
| 26 | <p align="center"> Mahoning County Dept. of Human Services Patty Joyce 709 N Garland Ave Youngstown OH 44506 </p> | N | 0 |
| 27 | <p align="center"> Youngstown State University Career Services, Placement Office 1 University Plaza Youngstown OH 44555-0001 careerservices@ysu.edu </p> | N | 0 |
| 28 | <p align="center"> Urban League Shenango Valley 601 Indiana Ave Farrell PA 16121 Svuleague.org/contactus.html </p> | N | 0 |
| 29 | <p align="center"> Mount Union College Placement Office 1972 Clark Ave. Alliance OH 44601 info@mountunion.edu </p> | N | 0 |
| 30 | <p align="center"> Canton Urban League 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 | Columbiana County Career Center 9364 State Route 45 Lisbon OH 44432 Ccctc.k12.oh.us | N | 0 |
| 32 | Warren Trumbull Urban League William Wells 290 W Market Street SW Warren OH 44481 | N | 0 |
| 33 | ETI Technical College 2076 Youngstown-Warren Rd Niles, Ohio 44446 info@eticollege.edu | N | 0 |
| 34 | Native American PBC PO Box 83111 Lincoln, NE 68501 | N | 0 |
| 34 | Lake Erie College/Placement Office 391 W Washington Street Painesville, OH 44077 humanresources@lec.edu | N | 0 |
| 36 | Ohio State University Office of Career Services 1590 North High St. Suite 300 Columbus, OH 43201 employment@hr.osu.edu | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 37 | <p>Notre Dame College/Placement Office 4545 College Road South Euclid OH 44121 andersons@ndc.edu</p> | N | 0 |
| 38 | <p>Jewish Community Federation 25701 Science Park Dr Cleveland OH 44122 info@jcfcleve.org</p> | N | 0 |
| 39 | <p>Columbiana County, Department of Human Services Barbara Senanfes 7989 Dickey Dr.. Lisbon OH 44432 (330)424-1471 Columbiana_jfs@odjfs.state.oh.us</p> | N | 0 |
| 40 | <p>John Carroll University/Career Placement 20700 N Park Cleveland OH 44118 estuppy@jcu.edu</p> | N | 0 |
| 41 | <p>Ohio Dept. of Job & Family Services P.O. Box 1198 Youngstown OH 44502 (goes through city)</p> | N | 0 |
| 42 | <p>Mercer County NAACP 211 Federal Street Farrell PA 16121</p> | N | 0 |
| 43 | <p>Stark County Dept. of Human Services 221 3rd St. SE Canton OH 44702 Stark_csc@odjfs.state.oh.us</p> | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 44 | <p align="center">Walsh College Ann Spiller 2020 East Maple Street SW North Canton OH 44720 Walshcollege.edu</p> | N | 0 |
| 45 | <p align="center">Nat'l Organization of Women 1100 H Street NW Suite 300 Washington, DC 20005 Ohionow.yahoo.com</p> | N | 0 |
| 46 | <p align="center">Assoc Neighborhood Ctr. Outreach Worker 1649 Jacobs Road Youngstown OH 44505 (330)744-4377</p> | N | 0 |
| 47 | <p align="center">Wooster College/Placement Office 1189 Beall Ave. Wooster OH 44691 webmaster@wooster.edu</p> | N | 0 |
| 48 | <p align="center">Malone College/Placement Office 515 25th Street NW Canton OH 44707 Malone.edu 330-471-8100</p> | N | 0 |
| 49 | <p align="center">Alliance Negro History Club 1029 Noble Street Alliance OH 44601</p> | N | 0 |
| 50 | <p align="center">Mahoning Columbiana Training Association (MCTA) 964 Market St. Lisbon, OH 44432</p> | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 51 | Media Recruiter Website www.mediarecruiter.com | 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) www.rab.com | 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 | Monster Website www.monster.com | N | 10 |
| 60 | Chamber of Commerce 11 W. Federal St. Youngstown, OH 44503 | N | 0 |
| 61 | Traffic Director's Guild 26000 Avenida Aeropuerto #114 San Juan Capistrano, CA 92675 | N | 0 |
| 62 | Indeed Website www.indeed.com | N | 0 |
| 63 | Tribune Chronicle 240 Franklin St. Warren, OH 44482 330-841-1600 | N | 0 |
| 64 | SEU Job Fairs / Community Events (See Section III) | N | 0 |
| 65 | Career Link Angie Palumbo 217 West State St. Sharon, PA 16146 | N | 0 |
| 66 | Cumulus Media Website www.cumulusradio.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 67 | Inside Radio 365 Union St. Littleton, NH 03561 | N | 0 |
| 68 | Sharon Herald 52 South Dock St. Sharon, PA 16146 724-981-6100 | N | 3 |
| 69 | All Access Website www.allaccess.com | N | 1 |
| 70 | LINKEDIN SOCIAL NETWORK https://www.linkedin.com/ | N | 3 |
| 71 | LINKEDUP NETWORK http://www.linkup.com | N | 0 |
| 72 | GLASS DOOR WEBSITE https://www.glassdoor.com/index.htm | N | 0 |
| 73 | COMPANY FACEBOOK PAGE https://www.facebook.com/CumulusMedia | N | 0 |
| 74 | SIMPLY HIRED http://www.simplyhired.com | N | 0 |

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TOTAL INTERVIEWEES OVER REPORTING PERIOD

36

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

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.

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|--------------------|--|-------------------------------|
| 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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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|--------------------------------------|
| 1 | N/A | N/A |
| 2 | N/A | N/A |
| 3 | N/A | N/A |