

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: June 01, 2017 – May 31, 2018.

- 1) **Employment Unit:** URBan Radio Broadcasting, LLC - Ohio
- 2) **Unit Members (Stations and Communities of License):** WIMX(FM), Gibonsburg, OH
WJZE(FM), Oak Harbor, OH
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: URBan Radio Broadcasting, LLC 720 Water Street, 4 th Floor Toledo, Ohio 43604	Telephone Number: 419-244-6354
	Contact Person/Title: Wanda Rossi/Business Manager
	E-mail Address: wandarossi@urbanradio.fm

- 4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
(a) Market President	Employee Referral
(b) Account Executive	On Air Ads
(c) General Sales Manager	Current Employee
(d) Account Executives (2)	On Air Ads
(e) Corporate Director of Sales	Current Employee
(f) Account Executive	In Progress
(g) Local Sales Manager	In Progress
(h) Digital Sales Manager	In Progress

Stations WIMX(FM) and WJZE(FM) are Equal Opportunity Employers.

5) Job Title: (a) Market President

Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	Kevin Wagner CEO/President	18851 N. E. 29 th Avenue, Suite #700 PMB #382 Aventura, FL 33180	786-787-0404	1	No

Total of Persons Interviewed for Vacancy: 1

5) Job Title: (b) Account Executive

Referral Source(s) of Hiree: On-Air Ads

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ohio Association of Broadcasters	Katie Lovell	17 South High Street Suite 1010 Columbus OH, 43215	(216) 447-9119		Yes
The Sojourner's Truth Newspaper	Fletcher Word, Owner	1811 Adams Street Toledo, OH 43604	(419) 243-0007		No
Renhill	Sumra Ali	2650 N. Reynolds Road Toledo OH, 43615	419-254-2800		No
Catholic Diocese of Toledo Spanish Speaking		1933 Speilbush Ave. Toledo, OH 43624	419-244-6711		No
University of Toledo Center for Women		2801 W. Bancroft St. Toledo, OH 43606	419-530-8570		No
Com Tech		2801 W. Bancroft St. Toledo, OH 43606	419-530-5400		No
Contract Compliance	Perlean Griffin	1 Government Ctr. Suite 1900 Toledo, OH 43606			No
Davis College		4747 Monroe St. Toledo, OH 43613	419-473-2700		No
City of Toledo Human Resources Department		1 Government Ctr Toledo, OH 43604	419-245-1500		No
Job Training Center		3210 Monroe St. PO box 1007 Toledo, OH 43699			No
Lourdes College Placement Office		6832 Convent Blvd. Sylvania, OH 45360	419-885-3211		No
University of Toledo Minority Affairs Office		2801 W. Bancroft St. Toledo, OH 43606	419-530-2261		No
University of Toledo Multi-Cultural Student Center		2801 W. Bancroft St. Toledo, OH 43606	419-530-2261		No
NAACP		P.O. Box 9388 Toledo, OH 43697	419-242-2515		No
Ohio Department of Jobs and Family Services		30 East Broad Street Columbus, OH 43215			No
Ohio Center for Broadcasting Columbus Campus	T Wilson	5330 E. Main St. Suite 200 Columbus, OH 43213	twilson@beonair.com		No
Stautzenberger College		1796 Indian Wood Circle Maumee, OH 43537	800-552-5099		No
The Source of Northwest Ohio		1301 Monroe St. Toledo, OH 43604	419-213-5627		No
Univ. of Toledo c/o Job Opportunity		2801 W. Bancroft St. Toledo, OH 43606	419-530-3700		No
Ohio Department of Job & Family Services		211 E. Columbus Ave. Bellefontaine, OH 43311			No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
WJZE Website Posting	Rob Striker, General Sales Manager	www.hot973.fm	(419) 244-6354		No
WIMX Website Posting	Rob Striker, General Sales Manager	www.mix957.fm	(419)244-6354		No
On-Air Ads	Rob Striker, General Sales Manager	WJZE 97.3 FM 720 Water Street 4th Floor, Toledo, OH	(419) 244-6354		No
On-Air Ads	Rob Striker, General Sales Manager	WIMX 95.7 FM 720 Water Street 4th Floor Toledo, OH 43604	(419) 244-6354	3	No
Urban Insite		www.urbaninsite.com	N/A		No
Specs Howard School of Media Arts		Placement Office 19900 West 9 Mile Rd Southfield, MI 48075 www.collegecentral.com/specshoward	248-358-9000		No
All Access		24955 Pacific Coast Hwy C-303 Malibu, CA 90265 www.allaccess.com			No
Owens Community College Career Center		30335 Oregon Rd. Toledo, OH 43699 www.collegecentral.com/owens/employer.cfm	419-661-7000		No
Bowling Green State University Counseling Center & Development		318 Math/Science Bldg- BGSU Bowling Green, OH 43403 https://bgsu-csm/employers	419-372-2356		No

Total of Persons Interviewed for Vacancy: 3

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5) Job Title: (c) General Sales Manager Referral Source(s) of Hiree: Current Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
WJZE Website Posting	Rob Striker, General Sales Manager	www.hot973.fm	(419) 244-6354		No
WIMX Website Posting	Rob Striker, General Sales Manager	www.mix957.fm	(419)244-6354		No
On-Air Ads	Rob Striker, General Sales Manager	WJZE 97.3 FM 720 Water Street 4th Floor, Toledo, OH	(419) 244-6354		No
On-Air Ads	Rob Striker, General Sales Manager	WIMX 95.7 FM 720 Water Street 4th Floor Toledo, OH 43604	(419) 244-6354		No
Ohio Association of Broadcasters		Members.oab.org/organizations/330/job_postings/1109	N/A		No
Urban Insite		www.urbaninsite.com	N/A		No
Specs Howard School of Media Arts		Placement Office 19900 West 9 Mile Rd Southfield, MI 48075 www.collegecentral.com/specshoward	248-358-9000		No
Owens Community College Career Center		30335 Oregon Rd. Toledo, OH 43699 www.collegecentral.com/owens/employer.cfm	419-661-7000		No
Bowling Green State University Counseling Center & Development		318 Math/Science Bldg- BGSU Bowling Green, OH 43403 https://bgsu-csm/employers	419-372-2356		No
Current Employee				1	No

Total of Persons Interviewed for Vacancy: 1

5) Job Title: (d) Account Executives (2) Referral Source(s) of Hiree: On Air Ads

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Ads	Rob Striker, General Sales Manager	WJZE 97.3 FM 720 Water Street 4th Floor, Toledo, OH	(419) 244-6354	3	No
On-Air Ads	Rob Striker, General Sales Manager	WIMX 95.7 FM 720 Water Street 4th Floor Toledo, OH 43604	(419) 244-6354		No
Ohio Association of Broadcasters		Members.oab.org/organizations/330/job_postings/1109	N/A		No
Michigan Association of Broadcasters		www.mab.com	N/A		No

Total of Persons Interviewed for Vacancy: 3

5) Job Title: (e) Corporate Director of Sales Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Current Employee	Kevin Wagner CEO/President	18851 N. E. 29 th Avenue, Suite #700 PMB #382 Aventura, FL 33180	786-787-0404	1	No

Total of Persons Interviewed for Vacancy: 1

5) Job Title: (f) Account Executive Referral Source(s) of Hiree: In Progress

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Ads	Rob Striker, General Sales Manager	WJZE 97.3 FM 720 Water Street 4th Floor, Toledo, OH	(419) 244-6354		No
On-Air Ads	Rob Striker, General Sales Manager	WIMX 95.7 FM 720 Water Street 4th Floor Toledo, OH 43604	(419) 244-6354		No
Ohio Association of Broadcasters		Members.oab.org/organizations/330/job_postings/1109	N/A		No
Michigan Association of Broadcasters		www.mab.com	N/A		No
Indeed		6433 Champion Grandview Way Building 1 Austin, TX 78750 www.indcd.com	800-462-5842	2	No

Total of Persons Interviewed for Vacancy: 2

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5) Job Title: (g) Local Sales Manager

Referral Source(s) of Hiree: In Progress

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ohio Association of Broadcasters		Members.oab.org/organizations/330/job_postings/1109	N/A		No
Michigan Association of Broadcasters		www.mab.com	N/A		No
Indeed		6433 Champion Grandview Way Building 1 Austin, TX 78750 www.indeed.com	800-462-5842	3	No

Total of Persons Interviewed for Vacancy: 3

5) Job Title: (h) Digital Sales Manager Referral Source(s) of Hiree: In Progress

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ohio Association of Broadcasters		Members.oab.org/organizations/330/job_postings/1109	N/A		No
Michigan Association of Broadcasters		www.mab.com	N/A		No
Zip Recruiter		www.ziprecruiter.com		2	No

Total of Persons Interviewed for Vacancy: 2

- 6) **Total # of Interviewees Referred:** For the period from June 01, 2017 through May 31, 2018 this Employment Unit interviewed 16 interviewees for full-time job vacancies.
- 7) **Supplemental Recruitment Initiatives.**

No.	Type of Recruitment Initiative (menu selection)	Brief Description of Activity
1	Internship Program	<p>Internship Program – This ongoing Internship program is designed to assist those in the community to acquire the skills necessary for employment in the field of Broadcasting. Interns were chosen for this program from 2 sources for Summer 2017 and Spring/Summer 2018. They are:</p> <ul style="list-style-type: none"> a. Bowling Green State University - located in Bowling Green, OH b. University of Toledo – located in Toledo, OH <p>For Edith Batiste, Program/Music Director; Wanda Rossi/Business Manager; Robert Striker/Corp. Dir. of Sales</p> <p>1) All 6 interns assisted in programming, business and sales</p>
2	Mentorship Program	<p>Mentorship Program – This ongoing Mentorship program is designed to assist employees in gaining skills necessary to further their career. Managers meet with appropriate personnel weekly, monthly or quarterly.</p>

No.	Type of Recruitment Initiative (menu selection)	Brief Description of Activity
3	Job Fairs	<p><i>Participation in Job Fairs</i></p> <p>1) <i>UT Fall 2017 Career Fair – October 12, 2017 at The University of Toledo</i> Attended by Wanda Rossi/Business Manager. Station personnel disseminated information on job opportunities, collected resumes and answered questions about careers in the broadcast industry and at the employment unit.</p>
		<p>2) <i>BGSU Fall Expo Job & Internship Fair –September 26 2017 at Bowling Green State University</i> Attended by Gene Kelly/Corp. Asst. Program Dir. Station personnel disseminated information on job opportunities, collected resumes and answered questions about careers in the broadcast industry and at the employment unit.</p>
		<p>3) <i>BGSU Spring 2018 Expo Job & Internship Fair – February 6 2018 at Bowling Green State University</i> Attended by Gene Kelly/Corp. Asst. Program Dir. Station personnel disseminated information on job opportunities, collected resumes and answered questions about careers in the broadcast industry and at the employment unit.</p>
4	Ohio Association of Broadcasters	<p><i>OAB Employment Law Update Webinar - November 8, 2017</i> Attended by Wanda Rossi/Business Manager. Presented by Kelly Yeoman. Discussed Wage and Hour, Employment Discrimination, FMLA, Obamacare, Labor Relations and Investigations.</p>