

EEO Public File Report

Employment Unit Covered:

WUBE-FM, WYGY(FM), WKRQ(FM), AND WSWD(FM)

Reporting Period

July 24, 2007 - May 23, 2008

Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Source
WSWD Account Executive	08/01/2007	wswd website (949thesound.com)	See Recruitment Source List for entries on or before 05/23/2007
Cinci-Director of Engineering	08/06/2007	wube website (b105.com)	See Recruitment Source List for entries on or before 06/12/2007
WUBE Program Director	08/01/2007	Market Referral	See Recruitment Source List for entries on or before 07/09/2007
WUBE Sr. Account Executive	11/19/2007	Employee Referral	See Recruitment Source List for entries on or before 07/31/2007
Cincinnati Receptionist	08/30/2007	Personnel Agency	See Recruitment Source List for entries on or before 08/13/2007
Cincinnati Accounting Clerk	10/01/2007	Employee Referral	See Recruitment Source List for entries on or before 08/13/2007
Cincinnati Graphic Designer	11/14/2007	Internet	See Recruitment Source List for entries on or before 08/16/2007
On-Air Host-WSWD	11/01/2007	wswd website (949thesound.com)	See Recruitment Source List for entries on or before 09/04/2007
Cinci Information Tech Asst	10/29/2007	Internet	See Recruitment Source List for entries on or before 09/06/2007 Additional Recruitment Source Used: Craig's List
Cincinnati Sales Associate	12/22/2007	wswd website (949thesound.com)	See Recruitment Source List for entries on or before 12/18/2007
Cincinnati HR Specialist	02/14/2008	Employee Referral	See Recruitment Source List for entries on or before 12/18/2007 Additional Recruitment Source Used: SHRM Website
WUBE Sr. Account Executive	02/12/2008	wube website (b105.com)	See Recruitment Source List for entries on or before 12/18/2007
WUBE Sr. Account	02/06/2008	wube website (b105.com)	See Recruitment Source List for

Executive			entries on or before 12/18/2007
Cincinnati Graphic Designer	01/30/2008	Queen City Jobs Online	See Recruitment Source List for entries on or before 01/04/2008
WSWD Program Director	03/13/2008	Market Referral	See Recruitment Source List for entries on or before 01/24/2008 Additional Recruitment Source Used: Allaccess.com
Cincinnati New Media Web Maste	11/12/2007	Employee Referral	See Recruitment Source List for entries on or before 11/12/2007 Additional Recruitment Source Used: Exigent Circumstances
Cincinnati Receptionist	05/09/2008	Employee Referral	See Recruitment Source List for entries on or before 04/22/2008

Total Number of Interviewees For All Full-Time Vacancies Filled

During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source:	Number of Interviewees Referred
wswd website (949thesound.com)	5
wube website (b105.com)	3
Market Referral	4
Employee Referral	9
Queen City Jobs	3
Personnel Agency	1
Classified Ad/Publications	4
Radio Ad	1
Internet	8
Internal Hire	1
University of Cincinnati	1
Queen City Jobs Online	3
wkrq website (wkrq.com)	1
Total Applicants	44

Performance Initiatives Undertaken

The Unit continues to participate in community and educational speaking engagements: Cincinnati Women's Club, Leadership Northern Kentucky Media Day, Ohio University College of Business and Scripps College of Communication Networking Events, and Wright State University Radio Station Reunion. The objective was to educate community groups and students about broadcasting and to encourage interest in employment opportunities in radio.

The Unit's management and personnel continue to participate in several job fairs to include: 2007 Greater Cincinnati Job Expo, Northern Kentucky Chamber of Commerce 4th Annual Job Fair, University of Cincinnati Ethnic Student Career Fair & Graduate School Expo, The Women's Connection 7th Annual Spring Employment Fair, University of Cincinnati 2008 Bearcat Trackers Careerfest, Job Search Focus Group Career Fair, and National Association of Broadcasters Education Foundation (2) in an effort to expand student and community attention to employment opportunities in the radio industry.

The Unit has an active internship program planned to assist members of the community in learning skills needed for employment in the radio industry. The internship is available to students registered full-time at a university, college, community college or vocational-technical institute who are eligible to receive academic credits for their participation in broadcast internships. Internships are for a 14 week period that includes a minimum of 15 hours of structured training and learning per week.

Recruitment Source List

The following sources have requested notification of job openings.

Start/End Dates :	Recruitment Source:
START: 02/26/2007	African-American Chamber of Co Contact: Address: 2945 Gilbert Avenue, Cincinnati, OH 45206 Phone: (513) 751-9900
START: 02/26/2007	Brown Mackie College Contact: Address: 1011 Glendale-Milford Road, Cincinnati, OH 45215 Phone: (513) 672-7751
START: 02/26/2007	Cincinnati AFL-CIO Labor Counc Contact: Address: 1014 Vine Street, Suite 2575, Cincinnati, OH 45202 Phone: (513) 421-1846
START: 02/26/2007	College of Mount Saint Joseph Contact: Address: 5701 Delhi Road, Cincinnati, OH 45223 Phone: (513) 244-4509
START: 02/26/2007	Miami University Contact: Address: 241 Hoyt Hall Miami University, Oxford, OH 45056 Phone: (513) 529-3831
START: 02/26/2007	Morehead State University Contact: Rhonda Crisp Address: 321 Allie Young Hall, Morehead, KY 40351 Phone: (513) 606-2233
START: 02/26/2007	NAACP - Cincinnati Branch Contact: Address: 4439 Reading Road, Suite 202, Cincinnati, OH 45229 Phone: (513) 281-1900
START: 02/26/2007	Northern Kentucky University Contact: Address: University Center, Room 320, Highland Heights, KY 41099

	Phone: (859) 572-5680
START: 02/26/2007	Ohio Center of Broadcasting Contact: Gary James Address: 9000 Sweet Valley Dr., Valley View, OH 44125 Phone: (513) 271-6060
START: 02/26/2007	Ohio Dept of Job & Family Svcs Contact: Address: 222 East Central Parkway, Cincinnati, OH 45202 Phone: (513) 946-1002
START: 02/26/2007	Queen City Jobs Contact: Zachary Gill Address: 2060 Reading Road, Cincinnati, OH 45202 Phone: (513) 699-5042
START: 02/26/2007	Queen City Jobs Online Contact: Zachary Gill Address: 2060 Reading Road, Cincinnati, OH 45202 Phone: (513) 699-5042
START: 02/26/2007	Raymond Walters College Contact: Address: 9555 Plainfield Road, Cincinnati, OH 45236 Phone: (513) 745-5671
START: 02/26/2007	Super Job Center Contact: Krishna Chapapwala Address: 1916 Central Parkway, Cincinnati, OH 45214 Phone: (513) 731-9800
START: 02/26/2007	Thomas More College Contact: Address: P.O. Box 210115, Crestview Hills, KY 41017 Phone: (859) 344-3311
START: 02/26/2007	University of Cincinnati Contact: Address: 620 Old Chemistry Bldg. ML 115, Cincinnati, OH 45221 Phone: (513) 556-6008
START: 02/26/2007	University of Cincinnati(EP&S) Contact: Address: Mail Location 92, Cincinnati, OH 45221 Phone: (513) 556-6008
START: 02/26/2007	Urban League of Greater Cincin Contact: Address: 3458 Reading Road, Cincinnati, OH 45229 Phone: (513) 281-9955
START: 02/26/2007	wkrq website (wkrq.com) Contact: Becky Ponatoski Address: 2060 Reading Road, Cincinnati, OH 45202 Phone: (513) 699-5102

START: 02/26/2007	wswd website (949thesound.com) Contact: Becky Ponatoski Address: 2060 Reading Road, Cincinnati, OH 45202 Phone: (513) 699-5102
START: 02/26/2007	wube website (b105.com) Contact: Becky Ponatoski Address: 2060 Reading Road, Cincinnati, OH 45202 Phone: (513) 699-5102
START: 02/26/2007	wygy website (thewolf973.com) Contact: Becky Ponatoski Address: 2060 Reading Road, Cincinnati, OH 45202 Phone: (513) 699-5102
START: 02/26/2007	Wilmington College Contact: Address: Pyle Center Box 1306, Wilmington, OH 45177 Phone: (513) 382-6661
START: 02/26/2007	Xavier University Contact: Susan Boot Address: 3800 Victory Parkway, Cincinnati, OH 45207 Phone: (513) 745-3141
START: 02/26/2007	YWCA Job Search Resources Ctr Contact: Address: 898 Walnut Street, Cincinnati, OH 45202 Phone: (513) 241-7090