

North American Broadcasting Company, Inc.
EEO PUBLIC FILE REPORT
June 1, 2024

This EEO Public File Report is filed in North American Broadcasting Company, Inc.'s public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

SECTION A - Vacancy List

During the period beginning June 1, 2023 and ending on May 31, 2024 the Company filled the following full-time vacancies:

Position	Date Opened	Date Closed	Date Hired	RS Used	Source Referring	# of Interviewees
Account Executive	11/1/23	2/15/24	2/26/24	1-2, 4-5, 7-20	2	4
Morning Show Co-Host	9/5/22	8/15/23	8/28/23	1-4, 6, 8-17	6	7

The station interviewed a total of **11** people for **(2)** full-time vacancies during the period covered in this report.

Refer to SECTION B for Recruitment Source List used in this report

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SECTION B - Recruitment Source List

RS #	Name of Recruitment Source	Address	Contact Person	Telephone Number	Interviewees Referred by the Source	Request Notificat ion?
1	Cols.Help Wanted	One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	Dale E. Mulder	(845)471-5200 x10	0	N
2	Referrals	N/A	Former or Current Employees	N/A	2	N
3	Ohio Media School	5330 E. Main St, Suite 200, Columbus, OH 43213	Micheal Lofland	(614) 230-0461	0	Y *
4	Station Websites	www.nabco-inc.com	Eric McGuire	481-7800	0	N
5	On-Air Announcements	NABCO - 1458 Dublin Rd. Columbus OH 43215	Eric McGuire	614-481-7800	0	N
6	All Access Job Board	28955 Pacific Coast Highway, Suite 210-5 Malibu, CA. 90265	Dave Downey	310-457-6616	7	N
7	Employment For Seniors		Barb Stoltz	(614) 863-1219	0	N
8	Otterbein College - Career Services	Otterbein College Westerville, Ohio	Meg Barkhymer		0	N

9	NAACP Columbus Chapter	233 South High Street, ste 120	Equal Opportunity Dir.		0	N
10	Columbus Urban League	5246 Meadowknoll Lane Columbus, Ohio 43220	Brenda Spencer	487-1444	0	N
11	University of Dayton	200 College Park Dayton, Ohio 45469-0812	Handshake Portal	(937) 229-3634	0	N
12	The Ohio State University	1739 North High Street Columbus, Ohio 43210	Handshake Portal	688-4988	0	N
13	Columbus State Com College		Handshake Portal			
14	Ohio Wesleyan University	24110 Slocum Hall Delaware, OH 43015	Handshake Portal	614-368-3020	0	N
15	Ohio University	Athens OH	Handshake Portal			
16	Fisher College of Business Website(Sales Only)	2108 Neil Ave., 150 Gerlach Hall Columbus, Ohio 43210-1144	Handshake Portal	(614) 292-6024	0	N
17	OAB Job Boards	88 East Broad St. Columbus Ohio, 43215	Christine Merritt	614.228.4052	0	N
18	Jewish Family Services	1070 College Avenue Columbus, OH 43209	Lynn Aspey	(614) 231-1890	0	N
19	LinkedIn Job Board	www.linkedin.com	Employment Classifieds	N/A	0	N
20	Indeed.com	www.indeed.com	Internet Job Board	N/A	2	N

*Requested 7/2023

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Attachment B

MENU OPTION ACTIVITIES

North American Broadcasting Company Inc. has engaged in the following outreach activities during the period covered by this report:

Activity Class *	Type Of Activity	Brief Description
14	Management EEO Training	Attended EEO Webinar and Program Review on Nov. 7 th 2023
14	Management EEO Training	Management participated in EEOC Updates Workplace Harassment Enforcement Guidelines Published by Thompson Hine LLP May 2024
14	Management EEO Training	Understanding the PWFA: Employer Responsibilities and Compliance Considerations - webinar from Thompson Hine LLP May 2024
8	Training Programs	Established Training program for employees to qualify for higher level positions.

* Activity Class correlates to the enumerated outreach initiatives in 47 C.F.R. Section 73.2080(c)(2).