

WARM-FM, WGLD-AM, WIOV-AM, WIOV-FM, WSBA-AM, WSOX-FM
EEO PUBLIC FILE REPORT
April 1, 2017-March 31, 2018

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
Sales Assistant	1-29	10
Sales Manager	1-29	25
Sales Representative	1-29	12
Sales Representative	1-29	12
Sales Representative	1-29	10
Sales Representative	1-29	25
Sales Representative	1-29	11

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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	Crispus Attucks Center Attn: Greg Smith 605 S. Duke Street York, PA 17403	N	0
2	Cumulus Business Managers BM@cumulus.com	N	0
3	Cumulus Media Website http://www.cumulusradio.com/	N	0
4	Dickinson College Career Center Attn: Tammy Heberlig P.O. Box 1773 Carlisle, PA 17013 Email: heberlig@dickinson.edu	N	0
5	Elizabethtown College Career Services One Alpha Drive Elizabethtown, PA 17022 Email: carerrservices@etown.edu	N	0
6	F&M College Director of Placement P.O. Box 3003 Lancaster, PA 17604	N	0
7	Gettysburg College Attn: Sandy Buhrman Center for Career Development 300 North Washington Street Campus Box 425 Gettysburg, PA 17325	N	0
8	Glass Door https://www.glassdoor.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Harrisburg Area Community College Attn: Cheryl Ditz One HACC Drive Harrisburg, PA 17110	N	0
10	Indeed Website https://www.indeed.com/	N	18
11	Internal Posting (<i>SEU Bulletin Board</i>)	N	1
12	Linkedin Website https://www.linkedin.com	N	4
13	Linkup https://www.linkup.com	N	0
14	Messiah College Attn: Dwayne Keiffer Career Center P.O. Box 451, 1 College Avenue Mechanicsburg, PA 17055 Email: dkeiffer@messiah.edu	N	0
15	Millersville University 121 North George Street Millersville, PA 17551 https://jobs.millersville.edu/	N	0
16	Ohio Media School 5330 East Main Street, Ste 200 Columbus, OH 43213 Email: Amoore@beonair.com	N	0
17	On-Air Announcements (<i>all SEU stations</i>)	N	2
18	Penn State University Attn: Colleen Guy W117 Olmsted 777 West Harrisburg Pike Middletown, PA 17057	N	0
19	Pennsylvania Assoc. of Broadcasters 8501 Paxton Street Hummelstown, PA 17036	N	0
20	SEU Job Fairs (<i>see Section III</i>)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Shippensburg University Attn: Gloria Gardener Ceddia Union Building, Room 200 Shippensburg, PA 17257	N	0
22	Simply Hired https://www.simplyhired.com	N	0
23	Station Website Postings (<i>all SEU stations</i>)	N	2
24	United Way Drop In Center for the Unemployed Director of Placement 800 East King Street York, PA 17403 Email: vandersloota@unitedway-york.org	N	0
25	Word-of-Mouth Referral	N	11
26	York College of Pennsylvania Attn: Career Development Center Campbell Hall, Room 200 441 Country Club Road York, PA 17403	N	0
27	York Sunday News	N	0
28	York Technical Institute Attn: Monica Young 1405 Williams Road York, PA 17402	N	0
29	Yorktowne Business Institute Attn: Michelle Boyd West Seventh Avenue York, PA 17404	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			38

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	<p>On June 27, 2017, our SEU hosted a job fair at the Park City Mall in Lancaster, PA, that included 34 potential employers and was attended by approximately 250 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Sales Managers, Promotions Directors, Sales Assistant and an intern occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on all SEU stations.</p>
2	Host Job Fair	<p>On October 11, 2017 our SEU hosted a job fair at the York Galleria Mall in York, PA, that included 28 potential employers and was attended by approximately 200 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Sales Managers, Promotions Directors, Sales Assistant and an intern occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on all SEU stations.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Host Job Fair	<p>From March 21 – 30, 2018, our SEU hosted an online job fair via the following website https://www.centralpajobfair.com/explore-the-job-fair. Employment candidates were provided with an opportunity to contact twenty-one (21) potential employers, including the SEU. Approximately 2,800 job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The SEU created the concept for the online job fair, solicited the participation of local employers, and organized all logistical aspects of the event as well as participated as an exhibitor. Our Market Manager, Sales Managers and Promotions Director were directly involved in the job fair. The event was promoted on all SEU stations as well as our Harrisburg market SEU stations.</p>