

**WARM-FM, WGLD-AM, WIOV-AM, WIOV-FM, WSBA-AM, WSOX-FM
EEO PUBLIC FILE REPORT
April 1, 2018-March 31, 2019**

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 Hires
Afternoon Show Host	1-30	1
Assistant Promotions Director	1-30	13
Digital Sales Manager	1-30	14
Morning Show Host	1-30	13
Sales Representative	1-30	12
Sales Representative	1-30	14
Traffic Director	1-30	27

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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	Allaccess Music Group https://allaccess.com/	N	8
2	Crispus Attucks Center Attn: Greg Smith 605 S. Duke Street York, PA 17403	N	0
3	Cumulus Business Managers BM@cumulus.com	N	0
4	Cumulus Facebook https://cumulus.facebook.com/		
5	Cumulus Media Website https://www.cumulusradio.com/	N	3
6	Dickinson College Career Center Attn: Tammy Heberlig P.O. Box 1773 Carlisle, PA 17013 Email: heberlig@dickinson.edu	N	0
7	Elizabethtown College Career Services One Alpha Drive Elizabethtown, PA 17022 Email: carerrservices@etown.edu	N	0
8	F&M College Director of Placement P.O. Box 3003 Lancaster, PA 17604	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Gettysburg College Attn: Sandy Buhrman Center for Career Development 300 North Washington Street Campus Box 425 Gettysburg, PA 17325	N	0
10	Glass Door https://www.glassdoor.com/	N	0
11	Harrisburg Area Community College Attn: Cheryl Ditz One HACC Drive Harrisburg, PA 17110	N	0
12	Indeed Website https://www.indeed.com/	N	10
13	Internal Posting (<i>SEU Bulletin Board</i>)	N	7
14	Linkedin Website https://www.linkedin.com/	N	6
15	Linkup https://www.linkup.com/	N	0
16	Messiah College Attn: Dwayne Keiffer Career Center P.O. Box 451, 1 College Avenue Mechanicsburg, PA 17055 Email: dkeiffer@messiah.edu	N	0
17	Millersville University 1 S. George St., P.O. Box 1002 Millersville, PA 17551-0302 https://jobs.millersville.edu/	N	0
18	Monster https://www.monster.com/	N	0
19	Ohio Media School 5330 East Main Street, Ste 200 Columbus, OH 43213 Email: Amoore@beonair.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	On-Air Announcements (<i>all SEU stations</i>)	N	4
21	Penn State University Attn: Colleen Guy 777 West Harrisburg Pike Middletown, PA 17057	N	0
22	Pennsylvania Assoc. of Broadcasters 208 N. 3 rd St., Suite 105 Harrisburg PA 17107	N	0
23	SEU Job Fairs (<i>see Section III</i>)	N	0
24	Shippensburg University Attn: Gloria Gardener Ceddia Union Building, Room 200 Shippensburg, PA 17257	N	0
25	Station Website Postings (<i>all SEU stations</i>)	N	1
26	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
27	Word-of-Mouth Referral	N	6
28	York College of Pennsylvania Attn: Career Development Center Campbell Hall, Room 200 441 Country Club Road York, PA 17403	N	0
29	York Technical Institute Attn: Monica Young 1405 Williams Road York, PA 17402	N	0
30	ZipRecruiter https://www.ziprecruiter.com/	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			45

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	<p>From June 22 – 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 thirty (30) potential employers, including the SEU. Approximately 2,400 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>
2	Host Job Fair	<p>From October 17 – 25, 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-six (26) potential employers, including the SEU. Approximately 2,300 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>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Host Job Fair	<p>From March 25 – 31, 2019, 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 estimated 20 (20) potential employers, including the SEU. Approximately 2,000 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>
4	Participate in Career and Internship Fair	<p>On March 15, 2019, our SEU attended a Career Fair at Penn State University Bellisario College of Communications JobExpo.Comm event held at the Hetzel Union Building's Alumni Hall in State College, PA, that was attended by hundreds of students. Our Market Manager secured the exhibit space, and spoke to interested attendees about careers opportunities in broadcasting, job openings and internships.</p>
5	Guest Speaker	<p>On March 25, 2019 our SEU attended an Ad Club meeting at Temple University's Howard Gittis Student Center in Philadelphia, PA that was attended by approximately thirty (30) students. Our Market Manager spoke to interested students about career opportunities in broadcasting, job openings and internship.</p>