

**WARM-FM, WGLD(AM), WIOV(AM), WIOV-FM, WSBA(AM),  
WSOX(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2020-March 31, 2021**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Representative	1-29	28

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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	<b>Adzuna Website</b> <a href="https://www.adzuna.com">https://www.adzuna.com</a>	N	0
2	<b>Crispus Attucks Center</b> Attn: Greg Smith 605 S. Duke Street York, PA 17403	N	0
3	<b>Cumulus Business Managers</b> <a href="mailto:BM@cumulus.com">BM@cumulus.com</a>	N	0
4	<b>Cumulus Media Website</b> <a href="https://cumulusmedia.jobs.net">https://cumulusmedia.jobs.net</a>	N	0
5	<b>Dickinson College Career Center</b> Attn: Tammy Heberlig P.O. Box 1773 Carlisle, PA 17013	N	0
6	<b>Elizabethtown College</b> Career Services One Alpha Drive Elizabethtown, PA 17022 Email: <a href="mailto:careerservices@etown.edu">careerservices@etown.edu</a>	N	0
7	<b>F &amp; M College</b> Director of Placement P.O. Box 3003 Lancaster PA 17604	N	0
8	<b>Gettysburg College</b> Attn: Sandy Buhrman Center for Career Development 300 North Washington Street Campus Box 425 Gettysburg, PA 17325	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	<b>Glassdoor</b> <a href="https://www.glassdoor.com/">https://www.glassdoor.com/</a>	N	0
10	<b>Harrisburg Area Community College</b> Attn: Cheryl Ditz One HACC Drive Harrisburg, PA 17110	N	0
11	<b>Internal Posting</b>	N	0
12	<b>JobisJob Website</b> <a href="https://www.jobisjob.com/">https://www.jobisjob.com/</a>	N	0
13	<b>Job Spider Website</b> <a href="https://www.jobspider.com/">https://www.jobspider.com/</a>	N	0
14	<b>Messiah University</b> Attn: Daisy Anderson Career Center One University Avenue, Ste 3012 Mechanicsburg, PA 17055 Email: <a href="mailto:anderson@messiah.edu">anderson@messiah.edu</a>	N	0
15	<b>Millersville University</b> Attn: Patricia Taggart P.O. Box 1002 Millersville, PA 17551-0302 Email: <a href="mailto:careers@millersville.edu">careers@millersville.edu</a>	N	0
16	<b>Myjobhelper Website</b> <a href="https://www.myjobhelper.com/">https://www.myjobhelper.com/</a>	N	0
17	<b>Off-Site Job Fairs</b> ( <i>see Section III</i> )	N	0
18	<b>Ohio Media School</b> 5330 East Main St., Ste 200 Columbus, OH 43213	N	0
19	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	0
20	<b>Oodle Website</b> <a href="https://www.oodle.com/">https://www.oodle.com/</a>	N	0
21	<b>Penn State University</b> Attn: Colleen Guy 777 West Harrisburg Pike Middletown, PA 17057	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	<b>Pennsylvania Assoc. of Broadcasters</b> 208 N. 3 <sup>rd</sup> St., Suite 105 Harrisburg, PA 17107	N	0
23	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	N	0
24	<b>Shippensburg University</b> Career, Monitoring & Professional Development Center 1871 Old Main Drive CUB 108 Shippensburg, PA 17257	N	0
25	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	0
26	<b>Trovit</b> <a href="https://www.trovit.com/">https://www.trovit.com/</a>	N	0
27	<b>United Way Drop In Center for the Unemployed</b> Attn: Director of Placement 800 East King Street York, PA 17403	N	0
28	<b>Word-of-Mouth Referral/Employee Referral</b>	N	1
29	<b>York Technical Institute</b> Attn: Monica Young 1405 Williams Road York, PA 17402	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			1

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Host Job Fair	<p>Between April 1, 2020 – May 10, 2020, our SEU hosted an online job fair via the following website <a href="https://www.centralpajobfair.com/explore-the-job-fair">https://www.centralpajobfair.com/explore-the-job-fair</a>. Employment candidates were provided with an opportunity to contact fifteen (15) employers, including the SEU. Job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of forty (40) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, organized all logistical aspects of the event and participated as an exhibitor. Our Market Manager, Sales Manager and Promotions Director were directly involved in the job fair.</p>
<b>2</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
3	Host Job Fair	<p>Between October 19, 2020 – October 27, 2020, our SEU hosted an online job fair via the following website <a href="https://www.centralpajobfair.com/explore-the-job-fair">https://www.centralpajobfair.com/explore-the-job-fair</a>. Employment candidates were provided with an opportunity to contact twenty-three (23) employers, including the SEU. Job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of nine (9) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, organized all logistical aspects of the event and participated as an exhibitor. Our Market Manager and Promotions Director were directly involved in the job fair.</p>
4	Participate in Career and Internship Fair	<p>On February 19, 2021, our Market Manager virtually participated in the Penn State Bellasario College of Communications Job Fair, attended by approximately seventy-two (72) potential employers, during which they talked with job seekers about career opportunities in broadcasting.</p>
5	Participate in Career and Internship Fair	<p>On March 3, 2021, our Market Manager virtually participated in the Penn State Spring Career Days 2021 that was attended by approximately ninety-six (96) employers, during which he talked with job seekers about career opportunities in broadcasting.</p>
6	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On March 24, 2021, our Market and Business Managers as well as all Department Heads virtually attended the "Staying on Top of Your Broadcast FCC EEO Obligations" training webinar, hosted by the Pennsylvania Association of Broadcasters. This webinar reviewed the FCC's EEO rules and addressed topics such as the importance of widely disseminating information about job openings, educating the public about career opportunities in broadcasting, and training current employees for advancement, even while social distancing.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Host Job Fair	<p>Between March 22, 2021 – March 30, 2021, our SEU hosted an online job fair via the following website <a href="https://www.centralpajobfair.com/explore-the-job-fair">https://www.centralpajobfair.com/explore-the-job-fair</a>. Employment candidates were provided with an opportunity to contact twenty-seven (27) employers, including the SEU. Job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of nine (9) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, organized all logistical aspects of the event and participated as an exhibitor. Our Market Manager and Promotions Director were directly involved in the job fair.</p>