

**W965-FM, WHGB-AM, WNNK-FM, WQXA-FM, WWKL-FM, WZCY-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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Director	1-36	8
Sales Assistant	1-36	8
Sales Representative	1-36	8
Sales Representative	1-36	8
Sales Representative	1-36	35

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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>717Helpwanted.com</b> <a href="https://regionalhelpwanted.com/harrisburg-york-lancaster/harrisburg-pa-jobs/">https://regionalhelpwanted.com/harrisburg-york-lancaster/harrisburg-pa-jobs/</a>	N	0
2	<b>Albright College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
3	<b>Arcadia University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
4	<b>Bloomsburg University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
5	<b>Central Penn College Business School</b> <a href="https://centralpenn.optimalresume.com/employers/">https://centralpenn.optimalresume.com/employers/</a>	N	0
6	<b>Cumulus Business Managers</b> <a href="mailto:BM@cumulus.com">BM@cumulus.com</a>	N	0
7	<b>Cumulus Facebook</b> <a href="https://cumulus.facebook.com/">https://cumulus.facebook.com/</a>	N	0
8	<b>Cumulus Media Website</b> <a href="https://www.cumulusradio.com/">https://www.cumulusradio.com/</a>	N	11
9	<b>Dickinson College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
10	<b>Elizabethtown College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
11	<b>Franklin &amp; Marshall College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
12	<b>Gettysburg College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
13	<b>Glass Door Website</b> <a href="https://www.glassdoor.com/">https://www.glassdoor.com/</a>	N	0
14	<b>Harrisburg Area Community College</b> <a href="https://www.collegecentral.com/hacc/">https://www.collegecentral.com/hacc/</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	<b>Indeed Website</b> <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	0
16	<b>Internal Posting</b> ( <i>SEU Bulletin Board</i> )	N	0
17	<b>Lebanon Valley College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
18	<b>Lebow College of Business</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
19	<b>LinkedIn Website</b> <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	N	2
20	<b>Linkup Website</b> <a href="https://www.linkup.com/">https://www.linkup.com/</a>	N	0
21	<b>Messiah College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
22	<b>Monster Website</b> <a href="https://www.monster.com/">https://www.monster.com/</a>	N	0
23	<b>Moravian College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
24	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	0
25	<b>Pennsylvania Assoc. of Broadcasters</b> Gail Ponti (Email: <a href="mailto:gponti@pab.org">gponti@pab.org</a> )	N	0
26	<b>Pennsylvania State University</b> <a href="http://psu-csm.symplicity.com/employers/">http://psu-csm.symplicity.com/employers/</a>	N	0
27	<b>Seton Hill University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
28	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	N	9
29	<b>Shippensburg University</b> <a href="https://shippensburg-csm.symplicity.com/employers/index.php">https://shippensburg-csm.symplicity.com/employers/index.php</a>	N	0
30	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	0
31	<b>University of Delaware</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
32	<b>University of Scranton</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
33	<b>Villanova University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	<b>Widener University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
35	<b>Word-of-Mouth Referral</b>	N	6
36	<b>ZipRecruiter Website</b> <a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			28

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	<p>Between April, 2018 and March, 2019, our SEU hosted seven (7) student interns, one (1) from Cumberland Valley High School, one (1) from Pace University, NY, one (1) Kutztown University, one (1) from East Pennsboro High School, one (1) from Susquehanna Township High School, one (1) from West Virginia University and one (1) from Central Dauphin East. The interns were supervised by our Promotions Director and learned about many aspects of broadcasting, including promotions, marketing, and advertising by working closely with SEU personnel in each department. The students were also able to seek career advice from station personnel.</p>
<b>2</b>	Host Job Fair	<p>On June 11, 2018, our SEU hosted a job fair at the Capital City Mall in Camp Hill, PA, that included 33 potential employers and was attended by approximately 350 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>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
3	Host Job Fair	On September 18, 2018, our SEU hosted a job fair at the Colonial Park Mall in Harrisburg, PA, that included 60 potential employers and was attended by approximately 750 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.
4	Host Job Fair	On March 20, 2019, our SEU hosted a job fair at the Colonial Park Mall in Harrisburg, PA, that included 16 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.
5	Participate in Career and Internship Fair	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.
6	Guest Speaker	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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
7	Participate in Career and Internship Fair	On March 28, 2019, our SEU attended a Career Fair at Shippensburg University in Shippensburg, PA, that was attended by hundreds of students. Our Sales Managers secured the exhibit space, and spoke to interested attendees about careers opportunities in broadcasting, job openings and internships.