

**WIKZ(FM), WQCM(FM), WDLD(FM), WCHA(FM), WHAG(AM)**  
**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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Sales Specialist	1-21	2

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
1	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	2
2	<b>Word-of-Mouth</b>	N	3
3	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> ) <a href="http://www.mix95.com">www.mix95.com</a> <a href="http://www.wqcmfm.com">www.wqcmfm.com</a> <a href="http://www.wild967.fm">www.wild967.fm</a>	N	0
4	<b>Franklin Shopper</b> Attn: Rick Heckman 25 Penncraft Ave. Chambersburg, PA 17201 (717)263-0359	N	1
5	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
6	<b>Community Action Commission</b> ( <i>Urban</i> ) 1514 Derry Street Harrisburg, PA 17104 (717)232-9757	N	0
7	<b>Community Action Commission - Fulton Co.</b> PO Box 637 McConnellsburg, PA 17233 (717)485-3713	N	0
8	<b>Dickinson College</b> PO Box 1773 Carlisle, PA 17013 <a href="mailto:Career@dickinson.edu">Career@dickinson.edu</a>	N	0
9	<b>Employment &amp; Training</b> 54 Pennsylvania Ave. Huntingdon, PA 16652	N	0
10	<b>Franklin County Career &amp; Tech</b> 2463 Loop Rd. Chambersburg, PA 17202	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>
11	<b>Fulton Co. Employment Training Program</b> 122 W. Market St. McConnellsburg, PA 17233 (717)485-3970	N	0
12	<b>PA Career Link</b> 600 Norland Ave. Chambersburg, PA 17201	N	0
13	<b>Wilson College</b> 1015 Philadelphia Ave. Chambersburg, PA 17201 (717)264-4141	N	0
14	<b>Franklin County Works Website</b> Bussiness.chambersburg.org	N	0
15	<b>Indeed Website</b> www.indeed.com/chambersburg	N	0
16	<b>JobGateway For Employees</b> www.jobgateway.pa.gov	N	0
17	<b>MWEJobs.com</b> www.mwejobs.maryl;and.gov	N	0
18	<b>PA Career Link Of Cumberland Co.</b> 1Alexandra Court Carlisle, PA 17015 (717)243-4431 mlmyers@hacc.edu	N	0
19	<b>Penn State Mont Alto</b> 1 Campus Drive Mont Alto, PA 17231 (717)749-6000	N	0
20	<b>PAB</b> 8501 Paxton Street Hummlestown, PA 17036	N	0
21	<b>Pa Career Link Of Greene Co.</b> 4 W. High Street Waynesburg , PA 15370 (724)852-2900	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>6</b>

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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 an internship program to assist members of the community to acquire skills needed for broadcast employment	<p>During this reporting period, our SEU hosted two (2) student interns, both of whom attend Chambersburg High School.</p> <p>Between April and June 2017, one student was supervised by our Continuity Director and learned the basics of production and board operations.</p> <p>Between April and June 2017, one student was supervised by our Promotions Director and learned about obtaining prizes from outside vendors and running on-air promotional campaigns.</p>
<b>2</b>	Training designed to help current employees advance in their careers	<p>Between February and April 2018, one of our SEU's part-time on-air personalities was cross-trained to learn the skills necessary to be a Digital Sales Specialist, which is a full-time position. The training covered a number of sales techniques and skills.</p>
<b>3</b>	Establishment of a mentoring program	<p>During the reporting period, our SEU's News Director mentored a promising part-time on-air personality in the skills necessary to progress to a full-time news reporter. As a result of the mentoring program, the employee progressed from only covering board operations to covering on-air shifts for two different stations and filling in on the news.</p>