

WIKZ(FM), WQCM(FM), WDLD(FM), WCHA(FM), WHAG(AM)
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 Hiree
Digital Sales Specialist	1-23	2

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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	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
2	Word-of-Mouth Referral	N	2
3	Station Website Postings (<i>navigation link to Alpha careers website on one or more SEU stations</i>) www.mix95.com , www.wqcmfm.com www.live967.com	N	0
4	Franklin Shopper Attn: Rick Heckman 25 Penncraft Ave. Chambersburg, PA 17201 (717)263-0359	N	0
5	All Access Website www.allaccess.com	N	0
6	Community Action Commission (urban) 1514 Derry Street Harrisburg, PA 17104 (717)232-9757	N	0
7	CAO Fulton Co. PO BOX 637 McConnellsburg, PA 17233 (717)485-3713	N	0
8	Dickinson College PO Box 1773 Carlisle, PA 17013 Career@dickinson.edu	N	0
9	Employment & Training 54 Pennsylvania Ave. Huntingdon, PA 16652	N	0
10	Franklin County Career & Tech 2463 Loop Rd. Chambersburg, PA 17202	N	0
11	Fulton Co. Employment Training Program 122 W. Market St. McConnellsburg, PA 17233 (717)485-3970	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	PA Career Link 600 Norland Ave. Chambersburg, PA 17201	N	0
13	Wilson College 1015 Philadelphia Ave. Chambersburg, PA 17201 (717)264-4141	N	0
14	Franklin County Works Website Bussiness.chambersburg.org	N	0
15	Indeed Website www.indeed.com/chambersburg	N	0
16	JobGateway For Employees www.jobgateway.pa.gov	N	0
17	MWEJobs.com www.mwejobs.maryland.gov	N	0
18	PA Career Link Of Cumberland Co. 1 Alexandra Court Carlisle, PA 17015 (717)243-4431 mlmyers@hacc.edu	N	0
19	Penn State Mont Alto 1 Campus Drive Mont Alto, PA 17231 (717)749-6000	N	0
20	PAB 8501 Paxton Street Hummlestown, PA 17036	N	0
21	Pa Career Link of Greene Co. 4 W. High Street Waynesburg , PA 15370 (724)852-2900	N	0
22	Station Facebook Posting (<i>one or more SEU stations</i>)	N	0
23	Linked In	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program sponsored or on behalf of an educational institution relating to careers in broadcasting	On November 27, 2018, our Creative Services Director served as a speaker for a production class at Shippensburg University. He discussed jobs in the broadcast industry, the educational requirements for the same, as well as what a typical day is like at the stations. He provided tips on how to get a job in broadcasting and how to effectively make networking connections with other broadcast professionals.
2	Participate in event/program sponsored or on behalf of an educational institution relating to careers in broadcasting	On January 15, 2019, our Creative Services Director spoke to students at Ranson (WV) Elementary school about careers in broadcasting.
3	Establishing training programs designed to enable station personnel to acquire skills that may qualify them for higher level positions	Throughout 2018, our SEU's Programming Assistant was provided training in Promosuite website use, music programming with Selector, and Wide Orbit Automation system. The program included online training sessions with customer support at Promosuite, weekly hands-on guidance in Selector by the SEU's Operations Manager and other Program Directors, and a week-long in-person training with Wide Orbit's implementation team. The training covered topics such as station imaging, understanding the Nielsen book, operational functions of computer programs and creating effective promotions to increase listenership.
4	Participate in event/program sponsored or on behalf of an educational institution relating to careers in broadcasting	On March 19, 2019, our Operations Manager was interviewed by a Penn State Mont Alto student for an English class paper. The subjects of the interview included ethics in broadcasting, insider lingo, and broadcasting catch phrases. The student was also given a brief tour of our SEU's facilities.