

WFNN-AM, WJET-AM, WLTM-FM, WRKT-FM, WRTS-FM, WTWF-FM, WXBB-FM**EEO PUBLIC FILE REPORT****April 1, 2019 - March 31, 2020*****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
Account Executive	1-9	8

* On September 14, 2020, call sign WLTM(FM) became WEBG(FM) as the result of a call sign change.

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Allegheny College 520 N Main Street Meadville, Pennsylvania 16335 Phone : 814-332-2381 Email : Jim.Fitch@allegheny.edu Fax : 1-814-332-3100 Jim Fitch	N	0
2	Edinboro University of Pennsylvania 405 Scotland Road Frank G. Pogue Student Center, Suite 211 Edinboro, Pennsylvania 16444 Phone : 814-732-2781 Email : mclem@edinboro.edu Fax : 1-814-732-2909 Monica Clem	N	0
3	Gannon University 109 University Square Erie, Pennsylvania 16541 Phone : 814-871-7680 Email : cdes@gannon.edu Fax : 1-814-871-7220 Erin Hart	N	0
4	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
5	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Mercyhurst College 501 East 38th St. Erie, Pennsylvania 16546 Phone : 814-824-2424 Email : frizzzone@mercyhurst.edu Fax : 1-814-824-2070 Frank Rizzone	N	0
7	Penn State Behrend College 4701 College Dr. Reed Union Building, Room 125 (2nd floor) Erie, Pennsylvania 16563 Phone : 814-898-6164 Email : recruitbehrend@psu.edu Fax : 1-814-898-6455 Mary Beth McCarthy	N	0
8	Word of Mouth Referral	N	1
9	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/3/2019	Participation in events or programs sponsored by educational institutions	On April 3rd, 2019, our Operations Manager hosted students from the RB Wiley Charter School in Erie, Pennsylvania for a station tour. He discussed careers in radio and answered questions regarding employment in the broadcasting industry. The students also visited the Production studio for a "behind-the-scenes" look at producing a commercial.	1	Operations Manager
2	4/4/2019	Participation in Job Fairs	On April 4th, 2019, our Promotions Director participated in the Mercyhurst University Career & Job Fair in Erie, Pennsylvania. Our Promotions Director discussed careers in radio and spoke with interested attendees about employment opportunities in broadcasting.	1	Promotions Director
3	4/8/2019	Participation in events or programs sponsored by educational institutions	On April 8th, 2019, our Operations Manager and Creative Production Designer hosted eight students from the Production class of Gannon University in Erie, Pennsylvania for a tour of the station. They got a "behind-the-scenes" look at commercial production during their visit to the Production studio with our Creative Production Designer. Our Operations Manager discussed employment opportunities in broadcasting and his career path in radio.	2	Operations Manager Creative Production Designer
4	12/9/2019	Establishment of training programs for station personnel	On December 9th, 2019, three of our AE's attended the Sales Training Summit held by the Region SVP of Sales. They focused on improving their skill sets in order to maximize the AE's career development potential, and covered a thorough analysis of our products.	3	Account Executive Account Executive Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	2/19/2020	Participation in events or programs sponsored by educational institutions	On February 19th, 2020, our Operations Manager spoke to students in Professor Tom Deau's Communications class at Penn State Behrend in Erie, Pennsylvania. He discussed employment opportunities in the broadcasting industry and spoke about his career path in radio.	1	Operations Manager
6	3/2/2020	Participation in events or programs sponsored by educational institutions	On March 2nd, 2020, On-Air personalities from WRTS-FM participated in National Read Across America Day with students at Grover Cleveland Elementary School in Erie, Pennsylvania. They discussed careers in radio broadcasting and answered questions from students.	2	On-Air Personality WRTS-FM On-Air Personality WRTS-FM