

WRIE(AM), WQHZ(FM), WXKC(FM) and WXTA(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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Digital Sales Manager	1-15, 17, 19, 21-30	29
Sales Assistant	1-15, 17, 19, 21-36	29

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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	University of Pitt at Bradford Contact: Becky Geibel 300Campus Drive Bradford, PA bgeibel@bradfordpittsburgh.edu 412.391.6373	No	0
2	Booker T. Washington Center Contact: Tina 1720 Holland Street Erie, PA Tmg914@gmail.com 814.453.5744	No	0
3	Edinboro University Contact: Philomena Gill (All University Students) 106 McNerney Hall Edinboro, PA pgill@edinboro.edu 814.732.2781	No	0
4	Employment Opp Center Contact: Cassie Pilarski 1358 East 12 th Street Erie PA Cpilarski@barberinstitute.org 814.455.5961	N	0
5	Gannon University Contact: Janet Armbruster (All University Students) 109 University Square Erie, PA cdes@gannon.edu/ Post to www.collegecnetral.com/gannon/employer.cfm 814.871.7220	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	International Institute Contact: Nan Chuwan 517 East 26 th Street Erie, PA nchuwan@uscri-erie.org 814.452.3935	No	0
7	Martin Luther King Center Contact: Fran Lee 312 Chestnut Street Erie, PA bmlkcenter@aol.com 814.459.2761	No	0
8	Mercyhurst College Contact: Frank Rizzone 501 East 38 th Street Erie, PA frizzone@mercyhurst.edu 814.824.2426	No	0
9	Office of Vocational Rehabilitation Contact: Tom Wellington 3200 Lovell Place Erie, PA thwellingt@pa.gov 814.8714551	No	0
10	Pennsylvania Career Link Contact: Stephen Curico 115 West Eighth Street Erie, PA www.cwds.state.pa.us 814.872.4297	No	0
11	Penn State at Erie Contact: Carol Capan 4701 College Drive Erie, PA recruitbehrend@psu.edu 814.898.6164	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Tri-State Business Contact: Wendy Fugate 5757 West 26 th Street Erie, PA Wfugate@tsbi.edu 814.838.7673	No	0
13	Gannon Center for Communications and Arts Contact: Chet LaPrice (Comm Majors Only) 109 University Square Erie, PA 16541	No	0
14	Edinboro University Department of Communications Contact: Ronald K Raymond (Comm Majors Only) 102 Compton Hall 210 East Normal Street Edinboro, PA 16444	No	0
15	Station Website Postings (all SEU stations)	No	0
16	All Access Website allaccess.com	No	0
17	Word-of-Mouth Referral	No	1
18	Society of Broadcast Engineers Website www.sbe.org/jl_submit.php	No	0
19	Cumulus Business Managers BM@Cumulus.com	No	0
20	Traffic Directors Guild of America www.tdga.org	No	0
21	LinkedIn , (www.linkedin.com)	No	0
22	Indeed , (www.indeed.com)	No	0
23	SimplyHired , (www.simplyhired.com)	No	0
24	ZipRecruiter , (www.ziprecruiter.com)	No	0
25	Monster , (www.monster.com)	No	0
26	Facebook (www.facebook.com)	No	0
27	Glassdoor , (www.glassdoor.com)	No	0
28	LinkUp (www.linkup.com)	No	0
29	Company Website (www.cumulus.com)	No	6
30	On-Site Job Bulletin Board	No	0
31	Oodle , (www.oodle.com)	No	0
32	Trovit , (www.trovit.com)	No	0
33	Myjobhelper , (www.myjobhelper.com)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	JobisJob , (www.jobisjob.com)	No	0
35	Job Spider , (www.jobspider.com)	No	0
36	Adzuna (www.adzuna.com)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			7

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1.	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers and Business Assistant participated in a webinar 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.
2.	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	On March 25, 2021, our SEU’s Market Manager spoke to a student classroom at Edinboro (Pennsylvania) University about radio and digital advertising and about careers in broadcasting.
3.	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	Our SEU runs on-air advertisements on a rotating basis once during every 24-hour period asking local groups in the community if they would like the SEU to contact them when the SEU has a job opening.
4.	Host a job fair	Our SEU held an online job fair from March 1 through March 30, 2021. Over the course of the thirty-day period, employment candidates were provided the opportunity to go online at each station’s website, twenty-four hours a day, seven days a week, to contact a number of potential local employers, including our SEU. The SEU solicited the participation of the local employers, organized the logistical aspects of the event and participated as an exhibitor. The SEU Market Manager and Sales Assistant were directly involved in the event.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5.	Management level training concerning methods of ensuring equal opportunity and preventing discrimination	Our SEU's Market Manager and Business Assistant attended a webinar hosted by the Pennsylvania Association of Broadcasters on March 24, 2021. The webinar consisted of a review of the obligations of the SEU to maintain EEO rules and a discussion of how to disseminate information about job openings, as well as how to train employees for job advancement when job openings are not available - all in order to stay within the obligations of the FCC's EEO guidelines.