

**WARM-FM, WGLD(AM), WIOV(AM), WIOV-FM, WSBA(AM),
WSOX(FM)
EEO PUBLIC FILE REPORT
April 1, 2020-March 31, 2021¹**

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
Sales Representative	2, 4-13, 17-20, 22-24, 26-27, 29-30, 32-36	33

¹ This Report was revised in October 2021 to address reporting issues.

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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	Adzuna Website https://www.adzuna.com	N	0
2	Crispus Attucks Center Attn: Greg Smith 605 S. Duke Street York, PA 17403	N	0
3	Cumulus Business Managers BM@cumulus.com	N	0
4	Cumulus Facebook https://cumulus.facebook.com/	N	0
5	Cumulus Media Website https://cumulusmedia.jobs.net	N	0
6	Dickinson College Career Center Attn: Tammy Heberlig P.O. Box 1773 Carlisle, PA 17013	N	0
7	Elizabethtown College Career Services One Alpha Drive Elizabethtown, PA 17022 Email: careerservices@etown.edu	N	0
8	F & M College Director of Placement P.O. Box 3003 Lancaster PA 17604	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Gettysburg College Attn: Sandy Buhrman Center for Career Development 300 North Washington Street Campus Box 425 Gettysburg, PA 17325	N	0
10	Glassdoor https://www.glassdoor.com/	N	0
11	Harrisburg Area Community College Attn: Cheryl Ditz One HACC Drive Harrisburg, PA 17110	N	0
12	Indeed Website https://www.indeed.com/	N	0
13	Internal Posting	N	0
14	JobisJob Website https://www.jobisjob.com/	N	0
15	Job Spider Website https://www.jobspider.com/	N	0
16	Linkedin Website https://www.linkedin.com/	N	0
17	Linkup https://www.linkup.com/	N	0
18	Messiah University Attn: Daisy Anderson Career Center One University Avenue, Ste 3012 Mechanicsburg, PA 17055 Email: anderson@messiah.edu	N	0
19	Millersville University Attn: Patricia Taggart P.O. Box 1002 Millersville, PA 17551-0302 Email: careers@millersville.edu	N	0
20	Monster https://www.monster.com/	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Myjobhelper Website https://www.myjobhelper.com/	N	0
22	Off-Site Job Fairs (<i>see Section III</i>)	N	0
23	Ohio Media School 5330 East Main St., Ste 200 Columbus, OH 43213	N	0
24	On-Air Announcements (<i>all SEU stations</i>)	N	0
25	Oodle Website https://www.oodle.com/	N	0
26	Penn State University Attn: Colleen Guy 777 West Harrisburg Pike Middletown, PA 17057	N	0
27	Pennsylvania Assoc. of Broadcasters 208 N. 3 rd St., Suite 105 Harrisburg, PA 17107	N	0
28	SEU Job Fairs (<i>see Section III</i>)	N	0
29	Shippensburg University Career, Monitoring & Professional Development Center 1871 Old Main Drive CUB 108 Shippensburg, PA 17257	N	0
30	Station Website Postings (<i>all SEU stations</i>)	N	0
31	Trovit https://www.trovit.com/	N	0
32	United Way Drop In Center for the Unemployed Attn: Director of Placement 800 East King Street York, PA 17403	N	0
33	Word-of-Mouth Referral/Employee Referral	N	1
34	York College of Pennsylvania Attn: Career Development Center Campbell Hall, Room 200 441 Country Club Road York, PA 17403	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	York Technical Institute Attn: Monica Young 1405 Williams Road York, PA 17402	N	0
36	ZipRecruiter https://www.ziprecruiter.com/	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			1

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	<p>Between April 1, 2020 – May 10, 2020, our SEU hosted an online job fair via the following website https://www.centralpajobfair.com/explore-the-job-fair. Employment candidates were provided with an opportunity to contact fifteen (15) employers, including the SEU. Job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of forty (40) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, organized all logistical aspects of the event and participated as an exhibitor. Our Market Manager, Sales Manager and Promotions Director were directly involved in the job fair.</p>
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On July 22, 2020, our Market and Business Managers participated in a 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.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Host Job Fair	<p>Between October 19, 2020 – October 27, 2020, our SEU hosted an online job fair via the following website https://www.centralpajobfair.com/explore-the-job-fair. Employment candidates were provided with an opportunity to contact twenty-three (23) employers, including the SEU. Job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of nine (9) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, organized all logistical aspects of the event and participated as an exhibitor. Our Market Manager and Promotions Director were directly involved in the job fair.</p>
4	Participate in Career and Internship Fair	<p>On February 19, 2021, our Market Manager virtually participated in the 22nd annual JobExpo.Comm Internship/Career Fair, sponsored by Penn State University’s Bellasario College of Communications, during which he talked with job seekers about career opportunities in broadcasting. Approximately seventy-two (72) potential employers took part in this event.</p>
5	Participate in Career and Internship Fair	<p>On March 3, 2021, our Market Manager virtually participated in the Penn State Spring Career Days 2021, attended by approximately ninety-six (96) employers, during which he talked with job seekers about career opportunities in broadcasting. This event was originally scheduled for February 15, 2021, but was rescheduled and took place on March 3, 2021.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On March 24, 2021, our Market and Business Managers as well as all Department Heads virtually attended the "Staying on Top of Your Broadcast FCC EEO Obligations" training webinar, hosted by the Pennsylvania Association of Broadcasters. This webinar reviewed the FCC's EEO rules and addressed topics such as the importance of widely disseminating information about job openings, educating the public about career opportunities in broadcasting, and training current employees for advancement, even while social distancing.</p>
7	Host Job Fair	<p>Between March 22, 2021 – March 30, 2021, our SEU hosted an online job fair via the following website https://www.centralpajobfair.com/explore-the-job-fair. Employment candidates were provided with an opportunity to contact twenty-seven (27) employers, including the SEU. Job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of nine (9) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, organized all logistical aspects of the event and participated as an exhibitor. Our Market Manager and Promotions Director were directly involved in the job fair.</p>