

**WARM-FM, WGLD(AM)<sup>1</sup>, WIOV(AM)<sup>2</sup>, WIOV-FM, WSBA(AM),  
WSOX(FM)**

**EEO PUBLIC FILE REPORT**

**April 1, 2021-March 31, 2022**

**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>
Afternoon Show Host	1-5, 8-11, 13-17, 19-21, 23-26, 28-32, 34-36, 38-40, 43-45, 49-57, 59-65, 67-73, 75-83	25
Chief Engineer	1-5, 9-11, 13, 15-17, 19-21, 23-26, 28-29, 31-32, 34-41, 43-45, 48, 50, 52-60, 63-67, 69, 71-73, 75, 79-83	37
Sales Account Executive	1-36, 38-57, 59-65, 67-83	63
Sales Account Executive	1-36, 38-57, 59-65, 67-83	80

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<sup>1</sup> Station WGLD(AM) was a part of this SEU until January 14, 2022, when the transaction to sell this Station was consummated. See File Numbers 0000160362 and 0000180233.

<sup>2</sup> Station WIOV(AM) was a part of this SEU until January 14, 2022, when the transaction to sell this Station was consummated. See File Numbers 0000160364 and 0000180228.

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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	<b>Abilities in Jobs</b> <a href="https://abilitiesinjobs.com">https://abilitiesinjobs.com</a>	N	0
2	<b>Adams County Adult Correctional Complex</b> 45 Major Bell Lane, Gettysburg, PA 17325	N	0
3	<b>Adams County WIOA Adult and Dislocated Worker, EARN and Youth Programs</b> 150 V-Twin Drive, Gettysburg, PA 17325	N	0
4	<b>Adzuna Website</b> <a href="https://adzuna.com">https://adzuna.com</a>	N	0
5	<b>African American Job Search</b> <a href="https://africanamericanjobsearch.com">https://africanamericanjobsearch.com</a>	N	0
6	<b>Albright College</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
7	<b>Alvernia University</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
8	<b>Arcadia University</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
9	<b>Asian in Jobs</b> <a href="https://asianinjobs.com">https://asianinjobs.com</a>	N	0
10	<b>Asian Job Search</b> <a href="https://asianjobsearch.com">https://asianjobsearch.com</a>	N	0
11	<b>Black In Jobs</b> <a href="https://blackinjobs.com">https://blackinjobs.com</a>	N	0
12	<b>Bloomsburg University of Pennsylvania</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
13	<b>Center for Employment, Education, and Entrepreneurship Development</b> 1301 Derry Street, 3rd Floor, Harrisburg, PA 17110	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	<b>Central Penn College Business School</b> <a href="http://centralpenn.optimalresume.com">http://centralpenn.optimalresume.com</a>	N	0
15	<b>Crispus Attucks Center</b> Attn: Greg Smith 605 South Duke Street, York, PA 17403	N	0
16	<b>Cumulus Business Managers</b> <a href="mailto:BM@cumulus.com">BM@cumulus.com</a>	N	0
17	<b>Cumulus Media Website</b> <a href="https://cumulusmedia.jobs.net/en-us">https://cumulusmedia.jobs.net/en-us</a>	N	3
18	<b>Dickinson College</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
29	<b>Disabled Job Seekers</b> <a href="https://disabledjobseekers.com">https://disabledjobseekers.com</a>	N	0
20	<b>Disabled Person</b> <a href="https://disabledperson.com">https://disabledperson.com</a>	N	0
21	<b>Diversity in Jobs</b> <a href="https://diversityinjobs.com">https://diversityinjobs.com</a>	N	0
22	<b>Drexel University</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
23	<b>Elizabethtown College</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
24	<b>Employment Skills Center</b> 29 South Hanover Street, Carlisle, Pa 17013	N	0
25	<b>Facebook</b> <a href="https://facebook.com">https://facebook.com</a>	N	2
26	<b>Franklin &amp; Marshall College</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
27	<b>Gettysburg College</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
28	<b>Glassdoor</b> (not directly contacted by SEU) <a href="https://glassdoor.com">https://glassdoor.com</a>	N	0
29	<b>Goodwill</b> 150 Goodwill Drive, Harrisburg, PA 17110	N	0
30	<b>Gwynedd Mercy University</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	<b>Harrisburg Area Community College</b> Attn: Cheryl Ditz One HACC Drive, Harrisburg, PA 17110	N	0
32	<b>Harrisburg University</b> 326 Market Street, Harrisburg, PA 17101	N	0
33	<b>Haverford College</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
34	<b>Hire Black Now</b> <a href="https://hireblacknow.com">https://hireblacknow.com</a>	N	0
35	<b>Hispanic In Jobs</b> <a href="https://hispanicinjobs.com">https://hispanicinjobs.com</a>	N	0
36	<b>Hispanic Job Exchange</b> <a href="https://hispanicjobexchange.com">https://hispanicjobexchange.com</a>	N	0
37	<b>Ihire Broadcasting</b> <a href="https://ihireengineering.com">https://ihireengineering.com</a>	N	1
38	<b>Internal Posting (SEU Email)</b>	N	0
39	<b>IOFDAY</b> <a href="https://iofdav.com">https://iofdav.com</a>	N	0
40	<b>JobisJob Website</b> <a href="https://jobisjob.com">https://jobisjob.com</a>	N	0
41	<b>Lancaster Bible College</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
42	<b>Lebanon Valley College</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
43	<b>LGBT Job Search</b> <a href="https://lgbtqinjobsearch.com">https://lgbtqinjobsearch.com</a>	N	0
44	<b>LGBTQ In Jobs</b> <a href="https://lgbtqinjobs.com">https://lgbtqinjobs.com</a>	N	0
45	<b>LinkedIn</b> <a href="https://linkedin.com">https://linkedin.com</a>	N	1
46	<b>Lock Haven University of Pennsylvania</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
47	<b>Messiah College</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
48	<b>Millersville University of Pennsylvania</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	<b>Moravian College</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
50	<b>Myjobhelper Website</b> <a href="https://myjobhelper.com">https://myjobhelper.com</a>	N	0
51	<b>NAACP</b> Email: <a href="mailto:info@naacpnet.org">info@naacpnet.org</a>	N	0
52	<b>NAACP Greater Harrisburg Branch</b> P.O. Box 2757, Harrisburg, PA 17105	N	0
53	<b>Off-Site Job and College Career Fairs</b> ( <i>see Section III</i> )	N	0
54	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	0
55	<b>Oodle Website</b> <a href="https://oodle.com">https://oodle.com</a>	N	0
56	<b>Penn State University</b> Attn: Colleen Guy 777 West Harrisburg Pike, Middletown, PA 17057	N	0
57	<b>Pennsylvania Assoc. of Broadcasters</b> 208 N. 3 <sup>rd</sup> St., Suite 105, Harrisburg, PA 17107	N	0
58	<b>Pennsylvania Assoc. of Broadcasters</b> <a href="https://pab.org/job">https://pab.org/job</a>	N	0
59	<b>Salvation Army</b> 1122 Green Street, Harrisburg, PA 17106	N	0
60	<b>Seniors in Jobs</b> <a href="https://seniorsinjobs.com">https://seniorsinjobs.com</a>	N	0
61	<b>Seniors to Work</b> <a href="https://seniorstowork.com">https://seniorstowork.com</a>	N	0
62	<b>Seton Hall University</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
63	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	N	1
64	<b>Shippensburg University</b> Career Monitoring & Professional Development Ctr. 1871 Old Main Drive, CUB 108, Shippensburg, PA 17257	N	0
65	<b>Skills of Central PA</b> 600 Linden Avenue, Hanover, PA 17331	N	0
66	<b>Society of Broadcast Engineers</b> <a href="https://sbe.org">https://sbe.org</a>	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>
67	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	0
68	<b>Temple University</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
69	<b>The Job Spider Website</b> <a href="https://jobspider.com">https://jobspider.com</a>	N	0
70	<b>The University of Scranton</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
71	<b>Tri-County OIC</b> 500 Maclay Street, Harrisburg, PA 17110	N	0
72	<b>Trovit Website</b> <a href="https://trovit.com">https://trovit.com</a>	N	0
73	<b>United Way Drop In Center for the Unemployed</b> Attn: Director of Placement 800 East King Street, York, PA 17403	N	0
74	<b>University of Delaware</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
75	<b>US Diversity Job Search</b> <a href="https://usdiversityjobsearch.com">https://usdiversityjobsearch.com</a>		
76	<b>Villanova University</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
77	<b>Widner University</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
78	<b>Wilson College</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
79	<b>Women in Jobs</b> <a href="https://womeninjobs.com">https://womeninjobs.com</a>	N	0
80	<b>Word-of-Mouth Referral/Employee Referral</b>	N	5
81	<b>York College of Pennsylvania</b> Attn: Career Development Center, Cambell Hall Rm 200 441 Country Club Road, York, PA 17403	N	0
82	<b>York Technical Institute</b> Attn: Monica Young 1405 Williams Road, York, PA 17402	N	0
83	<b>York Young Professionals</b> P.O. Box 2721, York PA 17405	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			13

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training concerning methods of ensuring equal employment opportunity, public education, employee training and license renewal	On April 14, 2021, our Market Manager virtually attended the "FCC License Renewal Webinar with David Oxenford," hosted by the Pennsylvania Association of Broadcasters. This webinar reviewed the upcoming FCC License Renewal for Pennsylvania Stations in 2022 with a focus on 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.
<b>2</b>	Host Job Fair	<p>Between June 21-29, 2021, our SEU hosted an online job fair via the following website <a href="https://www.centralpajobfair.com/explore-the-job-fair">https://www.centralpajobfair.com/explore-the-job-fair</a>. 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, Sales Manager and Promotions Director were directly involved in the job fair.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 29, 2021, our SEU's Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race &amp; Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don't look, think, act, and problem solve like them.
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
5	Participate in Career and Internship Fair	On October 5, 2021, our Market Manager participated in the Penn State Harrisburg Career Fair that was attended by approximately thirty-two (32) employers, during which he talked with job seekers about career opportunities in broadcasting.
6	Host Job Fair	<p>Between November 1-9, 2021, our SEU hosted an online job fair via the following website <a href="https://www.centralpajobfair.com/explore-the-job-fair">https://www.centralpajobfair.com/explore-the-job-fair</a>. Employment candidates were provided with an opportunity to contact nineteen (19) 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, Sales Manager and Promotions Director were directly involved in the job fair.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
7	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers – Market Manager, Operations Manager, Business Manager, Digital Director, Program Directors, and Chief Engineer as well as the entire staff were required to complete courses online using ThinkZoom. Participants viewed five segments entitled “Working Well with Everyone,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
8	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in Harassment Prevention training. All hiring managers – Market Manager, Operations Manager, Business Manager, Digital Director, Program Directors, and Chief Engineer as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
9	Management-level training concerning methods of ensuring equal employment opportunity, public education, employee training and license renewal	On January 20, 2022, our Market Manager virtually attended the "FCC License Renewal Webinar with David Oxenford," hosted by the Pennsylvania Association of Broadcasters. This webinar reviewed the upcoming FCC License Renewal for Pennsylvania Stations in 2022 with a focus on 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.
10	Participate in Career and Internship Fair	On February 11, 2022, our Market Manager virtually participated in the 2022 F&M College Virtual Job & Internship Fair, attended by approximately fifty+ (50+) potential employers, during which they talked with job seekers about career opportunities in broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
11	Participate in Career and Internship Fair	<p>On February 28, 2022, our Market Manager virtually participated in the Penn State College of Communications JobExpo.Comm Virtual Internship &amp; Career Fair that was attended by approximately fifty (50) employers, during which he talked with job seekers about career opportunities in broadcasting.</p>
12	Host Job Fair	<p>Between March 21-29, 2022, our SEU hosted an online job fair via the following website <a href="https://www.centralpajobfair.com/explore-the-job-fair">https://www.centralpajobfair.com/explore-the-job-fair</a>. Employment candidates were provided with an opportunity to contact twenty-five (25) 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, Sales Manager and Promotions Director were directly involved in the job fair.</p>