

W965-FM, WHGB-AM, WNNK-FM, WQXA-FM, WWKL-FM, WZCY-FM
EEO PUBLIC FILE REPORT
April 1, 2015-March 31, 2016

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 | 1-22 | 15 |
| Sales Manager | 1-22 | 21 |

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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 | Capitol Region Job Center 349 Wiconisco Street Harrisburg, PA 17110 (717)783-3270 | N | 0 |
| 2 | Central Penn College Business School Attn: Steve Hassinger Campus of College Hill Summerdale, PA 17096 https://employers.optimalresume.com/employer/login.php (717)732-0702 | N | 0 |
| 3 | Clear Company https://app.clearcompany.com/rd/recruiting/reqlist | N | 9 |
| 4 | Cumulus Business Managers BM@cumulus.com | N | 0 |
| 5 | Dickinson College Career Center Attn: Tammy Herberlig College & Louther Street Carlisle, PA 17013 herberlig@dickinson.edu https://www.myinterface.com/dickensoncollege/employer (717)245-1740 | N | 0 |
| 6 | Elizabethtown College Career Services One Alpha Drive Elizabethtown, PA 17022 careerservices@etown.edu https://www.myinterface.com/etown/employer (717)361-1206 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 7 | Gettysburg College Attn: Sandy Buhrman Center for Career Development 300 North Washington Street Campus Box 425 Gettysburg, PA 17325 https://gettysburg-csm.symplicity.com/employers | N | 0 |
| 8 | Harrisburg Area Community College Attn: Cheryl Ditz One HACC Drive Harrisburg, PA 17110 http://www.collegecentral.com/hacc | N | 0 |
| 9 | Cumulus Media Website www.cumulusradio.com | N | 1 |
| 10 | Indeed Website www.indeed.com | N | 11 |
| 11 | Internal Posting (<i>SEU Bulletin Board</i>) | N | 6 |
| 12 | International Service Center Attn: Jessica Thomas 21 South River Street Harrisburg, PA 17101 (717)236-9401 | N | 0 |
| 13 | ITT Technical Institute Attn: Susan Mangus 449 Eisenhower Boulevard, Ste. 100 Harrisburg, PA 17111 smangus@itt-tech.edu (717)565-1731 | N | 0 |
| 14 | SEU Job Fairs (<i>see Section III</i>) | N | 0 |
| 15 | Linked In Website www.linkedin.com | N | 4 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 16 | Messiah College Attn: Dwayne Keiffer Career Center P. O. Box 451, One College Avenue Grantham, PA 17027 dkeiffer@messiah.edu https://www.myinterface.com/messiah_careercenter/employer | N | 0 |
| 17 | On-Air Announcements (all SEU stations) | N | 0 |
| 18 | Penn State University Attn: Colleen Guy W117 Olmsted 777 West Harrisburg Pike Middletown, PA 17057 http://psu-csm.symplicity.com/employers | N | 0 |
| 19 | Pennsylvania Assoc. of Broadcasters 1406 Delaware Avenue Reading, PA 19610 http://www.pab.org/jobpostingform.html | N | 0 |
| 20 | Potential Reentry Opportunities in Business Education Attn: Selma West 900 Cumbler Street Steelton, PA 17036 (717)939-2260 | N | 0 |
| 21 | Word-of-Mouth Referral | N | 10 |
| 22 | Shippensburg University Attn: Gloria Gardener Ceddia Union Building, Room 200 Shippensburg, PA 17257 https://shippensburg-csm.symplicity.com/employers/index.php (717)477-1484 | N | 0 |
| 23 | Station Website Postings (all SEU stations) | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 41 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|--|
| 1 | Internship Program | Between October, 2015 and March, 2016, our SEU hosted one (1) student intern from Cedar Cliff High School. This intern was supervised by our Promotions Director and learned about many aspects of broadcasting, including promotions, marketing, and advertising by working closely with SEU personnel in each department. The student was also able to seek career advice from station personnel. |
| 2 | Host Job Fair | On June 17, 2015, our SEU hosted a job fair at the Capital City Mall in Camp Hill, PA, that included 30 potential employers and was attended by approximately 750 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Sales Managers, Promotions Directors, Sales Assistant and an intern occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on all SEU stations. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|--|
| 3 | Host Job Fair | <p>On September 22, 2015, our SEU hosted a job fair at the Colonial Park Mall in Harrisburg, PA, that included 30 potential employers and was attended by approximately 1,000 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Sales Managers, Promotions Directors, Sales Assistant and an intern occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on all SEU stations.</p> |
| 4 | Host Job Fair | <p>On March 31, 2016, our SEU hosted a job fair at the Colonial Park Mall in Harrisburg, PA, that included 54 potential employers and was attended by approximately 1,000 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Sales Managers, Promotions Directors, Sales Assistant and an intern occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on all SEU stations.</p> |