

**WARM-FM, WGLD-AM, WIOV-AM, WIOV-FM, WSBA-AM, WSOX-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
Chief Engineer	1-25	12
Program Director	1-25	1
Sales Assistant	1-25	22
Sales Representative	1-25	11
Sales Representative	1-25	18
Sales Representative	1-25	15
Sales Representative	1-22	18

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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	All Access Music Group Website http://www.allaccess.com	N	1
2	Clear Company Website https://app.clearcompany.com/rd/recruiting/reqlist	N	1
3	Crispus Attucks Center Director of Placement 605 S. Duke Street York, PA 17403	N	0
4	Cumulus Business Managers BM@cumulus.com	N	0
5	Dickinson College Career Center Attn: Tammy Herberlig College & Louther Street Carlisle, PA 17013	N	0
6	Elizabethtown College Career Services One Alpha Drive Elizabethtown, PA 17022	N	0
7	F&M College Director of Placement P.O. Box 3003 Lancaster, PA 17604	N	0
8	Gettysburg College Attn: Sandy Buhrman Center for Career Development 300 North Washington Street Campus Box 425 Gettysburg, PA 17325	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Harrisburg Area Community College Attn: Cheryl Ditz One HACC Drive Harrisburg, PA 17110	N	0
10	Cumulus Media Website www.cumulusradio.com	N	1
11	Indeed Website www.indeed.com	N	2
12	Internal Posting (<i>SEU Bulletin Board</i>)	N	1
13	United Way Drop In Center for the Unemployed Director of Placement 800 East King Street York, PA 17403	N	0
14	ITT Technical Institute Attn: Susan Mangus 449 Eisenhower Boulevard, Ste. 100 Harrisburg, PA 17111	N	0
15	SEU Job Fairs (<i>see Section III</i>)	N	6
16	Linked In Website www.linkedin.com	N	21
17	Messiah College Attn: Dwayne Keiffer Career Center P. O. Box 451, One College Avenue Grantham, PA 17027	N	0
18	On-Air Announcements (<i>all SEU stations</i>)	N	13
19	Penn State University Attn: Colleen Guy W117 Olmsted 777 West Harrisburg Pike Middletown, PA 17057	N	0
20	Pennsylvania Assoc. of Broadcasters 1406 Delaware Avenue Reading, PA 19610	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	York Technical Institute Attn: Kathi Miller 1405 Williams Road York, PA 17402	N	0
22	Word-of-Mouth Referral	N	5
23	Shippensburg University Attn: Gloria Gardener Ceddia Union Building, Room 200 Shippensburg, PA 17257	N	0
24	Station Website Postings (<i>all SEU stations</i>)	N	3
25	Yorktowne Business Institute Attn: Michelle Boyd West Seventh Avenue York, PA 17404	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			54

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	Between June, 2015 and March, 2016, our SEU hosted three (3) student interns from area schools. These interns were 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 May 30, 2015, our SEU hosted a job fair at the Berkshire Mall in Reading, PA, that included 21 potential employers and was attended by approximately 200 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.
3	Host Job Fair	On June 10, 2015, our SEU hosted a job fair at the York Galleria Mall in York, PA, that included 38 potential employers and was attended by approximately 400 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
4	Host Job Fair	<p>On August 18, 2015, our SEU hosted a job fair at the Santander Performing Arts Center in Reading, PA, that included 18 potential employers and was attended by approximately 100 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>
5	Host Job Fair	<p>On September 19, 2015, our SEU hosted a job fair at the Park City Center in Lancaster, PA, that included 40 potential employers and was attended by approximately 350 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>
6	Host Job Fair	<p>On October 14, 2015, our SEU hosted a job fair at the York Galleria Mall in York, PA, that included 34 potential employers and was attended by approximately 250 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>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Host Job Fair	<p>On March 29, 2016, our SEU hosted a job fair at the York Galleria Mall in York, PA, that included 39 potential employers and was attended by approximately 450 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>