

**WRIE(AM), WQHZ(FM), WXKC(FM), and WXTA(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2016 – March 31, 2017**

**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>
Sales Manager	1-14, 16,18	16
Account Executive	1-14, 16,18, 20-23	16

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	<b>International Institute</b> Contact: Nan Chuwan 517 East 26 <sup>th</sup> Street Erie, PA nchuwan@uscri-erie.org 814.452.3935	No	0
7	<b>Martin Luther King Center</b> Contact: Fran Lee 312 Chestnut Street Erie, PA bmlkcenter@aol.com 814.459.2761	No	0
8	<b>Mercyhurst College</b> Contact: Frank Rizzone 501 East 38 <sup>th</sup> Street Erie, PA frizzone@mercyhurst.edu 814.824.2426	No	0
9	<b>Office of Vocational Rehabilitation</b> Contact: Tom Wellington 3200 Lovell Place Erie, PA thwellingt@pa.gov 814.8714551	No	0
10	<b>Pennsylvania Career Link</b> Contact: Stephen Curico 115 West Eighth Street Erie, PA www.cwds.state.pa.us 814.872.4297	No	0
11	<b>Penn State at Erie</b> 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	<b>Tri-State Business</b> Contact: Wendy Fugate 5757 West 26 <sup>th</sup> Street Erie, PA Wfugate@tsbi.edu 814.838.7673	No	0
14	<b>Station Website Postings</b> (all SEU stations)	No	4
15	<b>All Access Website</b> allaccess.com	No	0
16	<b>Word-of-Mouth Referral</b>	No	8
17	<b>Society of Broadcast Engineers Website</b> <a href="http://www.sbe.org/jl_submit.php">http://www.sbe.org/jl_submit.php</a>	No	0
18	<b>Distribution to all Cumulus Markets</b> <b>BM@Cumulus.com</b>	No	0
19	<b>Posted on TDGA.org (Traffic Directors Guild of America)</b>	No	0
20	<b>Indeed (www.indeed.com)</b>	No	8
21	<b>Simply Hired (www.simplyhired.com)</b>	No	0
22	<b>Glass Door (www.glassdoor.com)</b>	No	0
23	<b>Link Up (www.linkup.com)</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			20

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On April 7, 2016, our SEU participated in a job fair sponsored by Mercyhurst College. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and accepted resumes from interested candidates. SEU participants included our Promotions Coordinator and Promotions Assistant.
<b>2</b>	Participate in Job Fair	On August 31, 2016, our SEU participated in a job fair sponsored by Erie Times News at the Bayfront Convention Center. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and accepted resumes from interested candidates. SEU participants included our Promotions Director.
<b>3</b>	Participate in Internship Fair	On November 1, 2016, our SEU participated in an internship fair at Edinboro University of Pennsylvania. SEU representatives spoke with attendees about internship opportunities in broadcasting as well as internships openings within the SEU and accepted resumes from interested candidates. SEU participants included our Promotions Director and Promotions Assistant.
<b>4</b>	Participate in Job Fair	On March 16, 2017, our SEU participated in a job fair sponsored by Penn State Behrend at Penn State Behrend College. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and accepted resumes from interested candidates. SEU participants included our Promotions Director and Program Director.

5	Participate in Job Fair	On March 23, 2017, our SEU participated in a job fair sponsored by the Pennsylvania Dept of Labor and Industry. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and accepted resumes from interested candidates. SEU participants included our Promotions Director.
6	Establishment of Mentoring Program for station personnel	One of our SEU's On-Air Personalities has been mentored in this program. The On-Air Personality met daily with the Operations Manager to train and review skills necessary to advance to a Program Director position. Training included learning skills with software systems designed to program music on radio stations. Additional training included the learning of software to review on air commercial logs, participate in air check sessions, and general managerial duties. The on air personality was promoted to program director in October of 2016 but training continued.
7	Internship Program	During the Summer 2016, our SEU hosted a student intern from Edinboro University of Pennsylvania. The intern received hands-on training in promotions which involved "shadowing" the Promotions Director. The intern also assisted with a variety of tasks including set-up for Remotes and Public Events. The intern also helped SEU staff members with Major Station Promotions. The internship was supervised by our SEU's Promotions Director.
8	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager, Operations Manager, Sales Manager, Promotions Director and Business Manager were active attendees in that seminar.