

WRIE(AM), WQHZ(FM), WXKC(FM), and WXTA(FM)
EEO PUBLIC FILE REPORT
April 1, 2018 – March 31, 2019

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
Market Manager	1-15, 17, 19, 21-31	17
Sales Assistant	1-15, 17, 19, 21-31	26
Account Executive	1-15, 17, 19, 21-31	17

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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	University of Pitt at Bradford Contact: Becky Geibel 300Campus Drive Bradford, PA bgeibel@bradfordpittsburgh.edu 412.391.6373	No	0
2	Booker T. Washington Center Contact: Tina 1720 Holland Street Erie, PA Tmg914@gmail.com 814.453.5744	No	0
3	Edinboro University Contact: Philomena Gill (All University Students) 106 McNerney Hall Edinboro, PA pgill@edinboro.edu 814.732.2781	No	0
4	Employment Opp Center Contact: Cassie Pilarski 1358 East 12 th Street Erie PA Cpilarski@barberinstitute.org 814.455.5961	No	0
5	Gannon University Contact: Janet Armbruster (All University Students) 109 University Square Erie, PA cdes@gannon.edu / Post to www.collegecnetral.com/gannon/employer.cfm 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	International Institute Contact: Nan Chuwan 517 East 26 th Street Erie, PA nchuwan@uscree-erie.org 814.452.3935	No	0
7	Martin Luther King Center Contact: Fran Lee 312 Chestnut Street Erie, PA bmlkcenter@aol.com 814.459.2761	No	0
8	Mercyhurst College Contact: Frank Rizzone 501 East 38 th Street Erie, PA frizzone@mercyhurst.edu 814.824.2426	No	0
9	Office of Vocational Rehabilitation Contact: Tom Wellington 3200 Lovell Place Erie, PA thwellingt@pa.gov 814.8714551	No	0
10	Pennsylvania Career Link Contact: Stephen Curico 115 West Eighth Street Erie, PA www.cwds.state.pa.us 814.872.4297	No	0
11	Penn State at Erie Contact: Carol Capan 4701 College Drive Erie, PA recruitbehrend@psu.edu 814.898.6164	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Tri-State Business Contact: Wendy Fugate 5757 West 26 th Street Erie, PA Wfugate@tsbi.edu 814.838.7673	No	0
13	Gannon Center for Communications and Arts Contact: Chet LaPrice (Comm Majors Only) 109 University Square Erie, PA 16541	No	0
14	Edinboro University Department of Communications Contact: Ronald K Raymond (Comm Majors Only) 102 Compton Hall 210 East Normal Street Edinboro. PA 16444	No	0
15	Station Website Postings (all SEU stations)	No	0
16	All Access Website allaccess.com	No	0
17	Word/Internal Referral	No	5
18	Society of Broadcast Engineers Website http://www.sbe.org/jl_submit.php	No	0
19	Distribution to all Cumulus Markets BM@Cumulus.com	No	0
20	Posted on TDGA.org (Traffic Directors Guild of America)	No	0
21	Linked In- (www.linkedin.com)	No	1
22	Indeed (www.indeed.com)	No	3
23	Simply Hired (www.simplyhired.com)	No	0
24	Zip Recruiter	No	0
25	Monster.com	No	0
26	Facebook (www.facebook.com)	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Glass Door (www.glassdoor.com)	No	0
28	Link Up (www.linkup.com)	No	1
29	Company Website (Cumulus.com)	No	1
30	Company Job Board	No	1
31	Mobile	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host a Job Fair	On June 9 th , 2018 our SEU sponsored a job fair at the Millcreek Mall in Erie. Cumulus Media as well as other local Erie companies spoke with attendees about career opportunities within the company. The Promotions director, Sales Manager, Sales team and Market Manager were all on hand to represent Cumulus Media and talk to candidates interested in broadcasting and accepted resumes for job openings.
2	Host a Job Fair	On September 11 th , 2018 our SEU sponsored a job fair at the Millcreek Mall in Erie. Cumulus Media as well as other local Erie companies spoke with attendees about career opportunities within the company. The Promotions director, Sales Manager, Sales team and Market Manager we all on hand to represent Cumulus Media and talk to candidates interested in broadcasting and accepted resumes for job openings.
3	Establishment of Mentoring Program for station personnel	One of our SEU's part time promotions assistants is being mentored in this program. The promotions assistant has been meeting weekly with the Operations Manager to train and review skills necessary to advance to a full time position in the future. Training includes learning skills with software systems designed to program music and sports on radio stations. Additional training includes the learning of software to review on air commercial logs and participate in air check sessions.
4	Establishment of Mentoring Program for station personnel	One of our SEU's part time promotions assistants is being mentored in this program. The promotions assistant has been meeting weekly with the Operations Manager to train and review skills necessary to advance to a full time position in the future. Training includes learning skills with software systems designed to program music and sports on radio stations

5	Participate in Job Fair	On March 15th, 2019 our SEU participated in a job fair at Penn State College in State College, Pennsylvania. Our Regional Vice President represented Cumulus-Erie and spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and accepted resumes from interested candidates.
6	Host a Job Fair	On March 26th, 2019 our SEU sponsored a job fair at the Millcreek Mall in Erie. Cumulus Media as well as other local Erie companies spoke with attendees about career opportunities within the company. The Promotions director, Sales Manager, Sales team and Market Manager were all on hand to represent Cumulus Media and talk to candidates interested in broadcasting and accepted resumes for job openings.