

## DECLARATION OF RICHARD S. DENNING

I, Richard S. Denning, hereby declare as follows:

I am Executive Vice President and General Counsel of Radio License Holding CBC, LLC, licensee of radio station WQXA-FM, York, Pennsylvania (Facility ID 52169), which is part of a station employment unit based in Harrisburg, Pennsylvania, and which includes stations WHGB(AM), Harrisburg, Pennsylvania (Facility ID 32944), WNNK-FM, Harrisburg, Pennsylvania (Facility ID 32945), WZCY-FM, Mechanicsburg, Pennsylvania (Facility ID 54021), and WWKL(FM), Hershey, Pennsylvania (Facility ID 64842) (collectively, the "SEU"). The stations in this SEU are commonly owned through indirect subsidiaries ultimately owned and controlled by Cumulus Media Inc. (collectively, "Cumulus"). This Declaration and the attachments provided hereto are being submitted in response to a letter dated February 25, 2021 (the "Audit Letter") from Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division, Enforcement Bureau, Federal Communications Commission ("FCC"), concerning a random audit of the SEU's compliance with the FCC's equal employment opportunity ("EEO") rule, 47 C.F.R. § 73.2080.

The SEU employs five (5) or more full-time employees as the term is defined in Section 73.2080(e)(1) of the FCC's rules.

In response to Question 2(b)(i) of the Audit Letter, copies of the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are included as Attachment A.

The web address of each of the stations in the SEU is as follows: WQXA-FM, [www.1057thex.com](http://www.1057thex.com); WHGB(AM), [www.cbssportsharrisburg.com](http://www.cbssportsharrisburg.com); WNNK-FM, [www.wink104.com](http://www.wink104.com); WZCY-FM, [www.935nashfm.com](http://www.935nashfm.com); and, WWKL(FM), [www.hot1067fm.com](http://www.hot1067fm.com).

A copy of the current EEO public file report is on or linked to each of the above websites.

In response to 2(b)(ii) of the Audit Letter, documentation concerning the recruitment sources used to fill each full-time position during the period covered by the above EEO public file reports is included in Attachment B, and, pursuant to the Audit Letter, this response provides one such notice for each position filled. The SEU's standard practice is to retain copies of job vacancy announcements that are sent to all recruitment sources, as required by §73.2080(c)(5)(iii). Further, no recruitment sources have notified the SEU that they want to be informed about the SEU's job openings, as described in §73.2080(c)(1)(ii), which is reflected in Section II of each EEO public file report.

In response to 2(b)(iii) of the Audit Letter, the EEO public file reports included in Attachment A contain data regarding (a) the total number of interviewees for each full-time vacancy, and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the EEO public file reports.

In response to 2(b)(iv) of the Audit Letter, documentation of the SEU's performance of the recruitment initiatives as described in §73.2080(c)(2) during the relevant time period is included in Attachment C. Station personnel involved in the recruitment initiatives are identified in Attachment C as well. The SEU employs a total of twenty seven (27) full-time employees. The stations are located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four (4) recruitment initiatives during a two-year period.

In response to 2(b)(v) of the Audit Letter, Cumulus affirms that it is not aware of any pending or resolved discrimination complaints filed against this SEU during the time period covered by this response.

In response to 2(b)(vi) of the Audit Letter, Cumulus has established and implemented a company-wide EEO compliance plan. At the corporate level, Cumulus recognizes the importance of EEO compliance and has communicated the importance of complying with the FCC's broad outreach and recordkeeping requirements to employees at all levels within the company, including its national, regional and local personnel. Cumulus previously engaged its outside communications counsel to conduct comprehensive FCC EEO training sessions, which were mandatory for all market and business managers. Those training sessions were followed by the distribution of written compliance materials to key personnel in each station employment unit who have recruitment and hiring responsibility. These materials continue to be an excellent resource. Cumulus also instituted a policy designed to help reduce the inevitable recordkeeping lapses which occur as a result of employee turnover. The SEU's compliance efforts also include identifying Cumulus' efforts to afford equal employment opportunities to employees through statements disseminated in job applications and vacancy announcements posted in conspicuous areas within the workplace.

Since 2017, Cumulus has engaged ClearCompany, a talent management system, to assist all markets with their recruitment efforts. ClearCompany automatically routed descriptions of job openings to a specific group of recruitment sources. On February 15, 2020, the company changed course and employed the services of CareerBuilder to help it locate, manage and hire talented applicants. It, too, automatically directs descriptions of job openings to certain recruitment sources.

Cumulus hired in-house regulatory counsel, who not only continued to use the reference tools provided by outside counsel, but also developed additional compliance aids to help all station employment units meet FCC EEO requirements. In-house counsel conducted periodic FCC EEO training sessions for all market and business managers and assisted the markets with their EEO public file reports on an annual basis, reviewing vacancy-specific and general outreach efforts and providing recommendations for improvement.

When in-house regulatory counsel left the company, Cumulus retained outside communications counsel to address questions and concerns related to FCC EEO compliance as they arose, and review annual EEO public file reports for all of its station employment units. As General Counsel to Cumulus, I assumed responsibility for conducting comprehensive FCC EEO training sessions, which continue to be mandatory for all market and business managers. During

preparation for these sessions, I conferred with outside counsel to ensure that presentations were up-to-date.

The SEU's Market Manager ("MM") is ultimately responsible for the SEU's EEO program at the local level. The MM is knowledgeable about the company's EEO policies and hiring practices, and works closely with managers in the Market that have hiring authority, as well as the corporate Human Resources department, to ensure that compliance efforts are observed. The MM is intimately involved in the drafting and approving of all job vacancy announcements and oversees all recruitment initiatives, including the creation and implementation of the SEU's online/virtual job fairs. In addition, he interviews and hires all full-time employees, and reviews the SEU's annual EEO public file reports before they are finalized.

The Business Manager ("BM"), and Assistant Business Manager ("ABM") who also serves as the Market's EEO Point of Contact, is responsible for implementing the SEU's EEO program, and maintains the SEU's Master Recruitment Source List, which is robust and includes a fine variety of sources—numerous local colleges and universities, county/state workforce/resource centers, on-air announcements, job fairs, and the Cumulus jobs website. The BM works closely with the ABM to ensure that job postings are widely distributed. When the decision is made to hire a new employee in the Market, the BM obtains the necessary information from the hiring manager to post the job vacancy announcement(s) with various recruitment sources as well as notify specific sources via U. S. mail.

Always mindful of its general outreach obligations, this SEU far exceeded the number of supplemental recruitment initiative points the FCC requires despite being amidst a pandemic. Although its EEO Public File Reports recount all of its activities fittingly, of singular mention is its development of an ingenious way to effectively engage the communities it serves by hosting eight (8) virtual job fairs over the two-year period this audit covers. The SEU created the concept for the online/virtual job fair, solicited the participation of local employers, organized all logistical aspects of these events, hosted the online/virtual job fair on each of the SEU's station websites, and often participated as a local employer. The SEU received positive feedback from local employers, job seekers, and its corporate office alike for this idea and exemplary efforts.

In response to 2(b)(vii) of the Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of the recruitment sources listed therein in terms of both the quantity and quality of the interviewees that are being generated from those recruitment sources, as well as the results that are being generated from its recruitment initiatives. Accordingly, the Market, Business and Assistant Business Managers meet annually to assess the effectiveness of the SEU's EEO program. During these meetings they examine and update the list of recruitment sources, share ideas for new and different outreach initiatives to better inform the Harrisburg community about career opportunities in broadcasting, and discuss any EEO issues that warrant attention.

In response to 2(b)(viii) of the Audit Letter, the SEU makes a concerted effort to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the SEU is providing equal employment opportunity, and is not discriminating against employees or job applicants. Accordingly, the

SEU's Market Manager, department managers, and Business department, together with Cumulus's corporate Human Resources Department, review the compensation, benefits, promotions and other employment practices of the SEU to ensure that they are fair and are based solely on an employee's experience and performance record. Further, in hiring a new employee, all responsible parties consider an applicant's experience to determine whether they are qualified for the position and analyze the candidate's past performance to determine their likelihood for success. The SEU's employment practices are the ultimate responsibility of its Market Manager, Ron Giovanniello, who works in conjunction with in-house counsel at Cumulus headquarters and, when applicable, outside employment and labor counsel.

In response to 2(b)(ix) of the Audit Letter, Radio License Holding CBC, LLC, is not a religious broadcaster.

[SIGNATURE ON THE FOLLOWING PAGE]

**SIGNATURE PAGE TO  
DECLARATION OF RICHARD S. DENNING**

I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief.

Signed and dated this 22<sup>nd</sup> day of April, 2021.

  
Richard S. Denning

## **Attachment A**

**WHGB(AM), WNNK-FM, WQXA-FM, WWKL(FM), WZCY-FM**  
**EEO PUBLIC FILE REPORT**  
April 1, 2020-March 31, 2021

**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>
Digital Director	1-4, 6-48	48
Morning Show Co-Host	1-48	39

**WHGB(AM), WNNK-FM, WQXA-FM, WWKL(FM), WZCY-FM  
EEO PUBLIC FILE REPORT  
April 1, 2020-March 31, 2021**

**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>Adams County Adult Correctional Complex</b> 45 Major Bell Lane, Gettysburg, PA 17325	N	0
2	<b>Adams County WIOA Adult and Dislocated Worker, EARN and Youth Programs</b> 150 V-Twin Drive, Gettysburg, PA 17325	N	0
3	<b>Adzuna Website</b> <a href="https://www.adzuna.com">https://www.adzuna.com</a>	N	0
4	<b>Albright College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
5	<b>Allaccess Music Group (Programming Positions Only)</b> <a href="https://www.allaccess.com/">https://www.allaccess.com/</a>	N	2
6	<b>Alvernia University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
7	<b>Arcadia University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
8	<b>Bloomsburg University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
9	<b>Center for Employment, Education, and Entrepreneurship Development</b> 1301 Derry Street, 3rd Floor, Harrisburg, PA 17104	N	0
10	<b>Central Penn College Business School</b> <a href="https://centralpenn.optimalresume.com/employers/">https://centralpenn.optimalresume.com/employers/</a>	N	0
11	<b>Cumulus Business Managers</b> <a href="mailto:BM@cumulus.com">BM@cumulus.com</a>	N	0
12	<b>Cumulus Media Website</b> <a href="https://cumulusmedia.jobs.net/">https://cumulusmedia.jobs.net/</a>	N	8
13	<b>Dickinson College</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
14	<b>Drexel University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
15	<b>Elizabethtown College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
16	<b>Employment Skills Center</b> <a href="https://employmentskillscenter.org/">https://employmentskillscenter.org/</a>	N	0
17	<b>Franklin &amp; Marshall College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
18	<b>Gettysburg College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
19	<b>Glassdoor Website</b> <a href="https://www.glassdoor.com/">https://www.glassdoor.com/</a>	N	0
20	<b>Goodwill</b> 1150 Goodwill Drive, Harrisburg, PA 17101	N	0
21	<b>Gwynedd Mercy University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
22	<b>Harrisburg Area Community College</b> <a href="https://www.collegecentral.com/hacc/">https://www.collegecentral.com/hacc/</a>	N	0
23	<b>Haverford College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
24	<b>Internal Posting</b>	N	1
25	<b>JobisJob Website</b> <a href="https://www.jobisjob.com/">https://www.jobisjob.com/</a>	N	0
26	<b>Job Spider Website</b> <a href="https://www.jobspider.com/">https://www.jobspider.com/</a>	N	0
27	<b>Lebanon Valley College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
28	<b>Lock Haven University of Pennsylvania</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
29	<b>Messiah College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
30	<b>Moravian College</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>Myjobhelper Website</b> <a href="https://www.myjobhelper.com/">https://www.myjobhelper.com/</a>	N	0
32	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	0
33	<b>Oodle Website</b> <a href="https://www.oodle.com/">https://www.oodle.com/</a>	N	0
34	<b>Pennsylvania State University</b> <a href="http://psu-csm.symplicity.com/employers/">http://psu-csm.symplicity.com/employers/</a>	N	0
35	<b>Salvation Army Harrisburg Capital City Region</b> 1122 Green Street, Harrisburg, PA 17106	N	0
36	<b>Seton Hill University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
37	<b>Shippensburg University</b> <a href="https://shippensburg-csm.symplicity.com/employers/index.php">https://shippensburg-csm.symplicity.com/employers/index.php</a>	N	0
38	<b>Skills of Central PA</b> 600 Linden Avenue, Hanover, PA 17331	N	0
39	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	1
40	<b>Temple University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
41	<b>The University of Scranton</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
42	<b>Tri-County OIC</b> 500 Maclay Street, Harrisburg, PA 17110	N	0
43	<b>Trovit</b> <a href="https://www.trovit.com/">https://www.trovit.com/</a>	N	0
44	<b>University of Delaware</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
45	<b>Villanova University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
46	<b>Widener University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
47	<b>Wilson College</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
48	Word-of-Mouth Referral/Employee Referral	N	8
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			20

**WHGB(AM), WNNK-FM, WQXA-FM, WWKL(FM), WZCY-FM**  
**EEO PUBLIC FILE REPORT**  
 April 1, 2020-March 31, 2021

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Host Online Job Fair	<p>Between April 1, 2020 – April 30, 2020, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</a>. Employment candidates were provided with an opportunity to contact fifteen (15) potential employers. 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 thirty (30) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, and organized all logistical aspects of the event. Our Market Manager, Sales Managers and Promotions Director were directly involved in the job fair.</p>
<b>2</b>	Host Online Job Fair	<p>Between May 15, 2020 – June 14, 2020, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</a>. Employment candidates were provided with an opportunity to contact seven (7) potential employers. 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 thirty (30) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, and organized all logistical aspects of the event. Our Market Manager, Sales Managers and Promotions Director were directly involved in the job fair.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
4	Host Online Job Fair	<p>Between September 1, 2020 – September 30, 2020, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</a>. Employment candidates were provided with an opportunity to contact nineteen (19) potential employers. 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 thirty (30) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, and organized all logistical aspects of the event. Our Market Manager, Sales Managers and Promotions Director were directly involved in the job fair.</p>
5	Host Online Job Fair	<p>Between October 15, 2020 – November 14, 2020, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</a>. Employment candidates were provided with an opportunity to contact twelve (12) potential employers. 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 thirty (30) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, and organized all logistical aspects of the event. Our Market Manager, Sales Managers and Promotions Director were directly involved in the job fair.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Participate in Career and Internship Fair	On January 22, 2021, our Market, Sales and Digital Sales Managers virtually attended the Franklin and Marshall Job & Internship Fair that was attended by approximately thirty-eight (38) potential employers, during which they talked with job seekers about career opportunities in broadcasting.
7	Host Online Job Fair	<p>Between February 15, 2021 – March 31, 2021, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</a>. Employment candidates were provided with an opportunity to contact thirteen (13) potential 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 forty-five (45) 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 Managers and Promotions Director were directly involved in the job fair.</p>
8	Participate in Career and Internship Fair	On February 19, 2021, our Market, Sales and Digital Sales Managers virtually participated in the Penn State Bellasario College of Communications Job Fair that was attended by approximately seventy-two (72) potential employers, during which they talked with job seekers about career opportunities in broadcasting.
9	Participate in Career and Internship Fair	On March 3, 2021, our Market, Sales and Digital Sales Managers virtually participated in the Central Pennsylvania Employment Consortium Job & Internship Fair with Messiah University that was attended by approximately fifty-five (55) employers, during which they talked with job seekers about career opportunities in broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
10	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On March 24, 2021, our Market and Business Managers as well as all Department Heads virtually attended the "Staying on Top of Your Broadcast FCC EEO Obligations" training webinar, hosted by the Pennsylvania Association of Broadcasters. This webinar reviewed 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, even while social distancing.

**WHGB(AM), WNNK-FM, WQXA-FM, WWKL(FM), WZCY-FM**  
**EEO PUBLIC FILE REPORT**  
April 1, 2019-March 31, 2020<sup>1</sup>

**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>
Digital Director	1-19, 21-24, 26, 28-30, 32-35, 37-47	24
Promotions Director	1-2, 4-21, 23-28, 32-34, 37-39, 41-42, 45-48	21
Promotions Director	1-2, 4-21, 23, 25-28, 32-39, 41-42, 45-48	47
Sales Assistant	1-2, 4-21, 23, 25-28, 31-39, 41-42, 45-48	10
Sales Representative	1-2, 4-21, 23, 25-28, 31-35, 37-39, 41-42, 45-48	31

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<sup>1</sup> This Report was revised in April 2021 to address reporting issues.

**WHGB(AM), WNNK-FM, WQXA-FM, WWKL(FM), WZCY-FM**  
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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>Adams County Adult Correctional Complex</b> 45 Major Bell Lane, Gettysburg, PA 17325	N	0
2	<b>Adams County WIOA Adult and Dislocated Worker, EARN and Youth Programs</b> 150 V-Twin Drive, Gettysburg, PA 17325	N	0
3	<b>Adzuna Website</b> <a href="https://www.adzuna.com">https://www.adzuna.com</a>	N	0
4	<b>Albright College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
5	<b>Arcadia University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
6	<b>Bloomsburg University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
7	<b>Center for Employment, Education, and Entrepreneurship Development</b> 1301 Derry Street, 3rd Floor, Harrisburg, PA 17104	N	0
8	<b>Central Penn College Business School</b> <a href="https://centralpenn.optimalresume.com/employers/">https://centralpenn.optimalresume.com/employers/</a>	N	0
9	<b>Cumulus Business Managers</b> <a href="mailto:BM@cumulus.com">BM@cumulus.com</a>	N	0
10	<b>Facebook</b> <a href="https://facebook.com/">https://facebook.com/</a>	N	3
11	<b>Cumulus Media Website</b> <a href="https://www.cumulusradio.com/">https://www.cumulusradio.com/</a>	N	3
12	<b>Dickinson College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
13	<b>Elizabethtown College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
14	<b>Employment Skills Center</b> 29 S Hanover St, Carlisle, PA 17013	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Franklin & Marshall College <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
16	Gettysburg College <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
17	Glassdoor Website <a href="https://www.glassdoor.com/">https://www.glassdoor.com/</a>	N	0
18	Goodwill 1150 Goodwill Drive, Harrisburg, PA 17101	N	0
19	Harrisburg Area Community College <a href="https://www.collegecentral.com/hacc/">https://www.collegecentral.com/hacc/</a>	N	0
20	Indeed Website <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	28
21	Internal Posting	N	4
22	JobisJob Website <a href="https://www.jobisjob.com/">https://www.jobisjob.com/</a>	N	0
23	Lebanon Valley College <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
24	LinkedIn Website <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	N	2
25	Linkup Website <a href="https://www.linkup.com/">https://www.linkup.com/</a>	N	0
26	Messiah College <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
27	Monster Website <a href="https://www.monster.com/">https://www.monster.com/</a>	N	0
28	Moravian College <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
29	Myjobhelper Website <a href="https://www.myjobhelper.com/">https://www.myjobhelper.com/</a>	N	0
30	Oodle Website <a href="https://www.oodle.com/">https://www.oodle.com/</a>	N	0
31	Off-Site Job Fairs	N	3
32	On-Air Announcements ( <i>all SEU stations</i> )	N	2
33	Pennsylvania State University <a href="http://psu-csm.symplicity.com/employers/">http://psu-csm.symplicity.com/employers/</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	<b>Salvation Army Harrisburg Capital City Region</b> 1122 Green Street, Harrisburg, PA 17106	N	0
35	<b>Seton Hill University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
36	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	N	0
37	<b>Shippensburg University</b> <a href="https://shippensburg-csm.symplicity.com/employers/index.php">https://shippensburg-csm.symplicity.com/employers/index.php</a>	N	0
38	<b>Skills of Central PA</b> 600 Linden Avenue, Hanover, PA 17331	N	0
39	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	1
40	<b>The Job Spider Website</b> <a href="https://www.jobspider.com/">https://www.jobspider.com/</a>	N	0
41	<b>The University of Scranton</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
42	<b>Tri-County OIC</b> 500 Maclay Street, Harrisburg, PA 17110	N	0
43	<b>Trovit</b> <a href="https://www.trovit.com/">https://www.trovit.com/</a>	N	0
44	<b>University of Delaware</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
45	<b>Villanova University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
46	<b>Widener University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
47	<b>Word-of-Mouth Referral</b>	N	8
48	<b>ZipRecruiter Website</b> <a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			54

**WHGB(AM), WNNK-FM, WQXA-FM, WWKL(FM), WZCY-FM**  
**EEO PUBLIC FILE REPORT**  
 April 1, 2019-March 31, 2020

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.
<b>2</b>	Internship Program	Between April, 2019 and March, 2020, our SEU hosted two (2) student interns, one (1) from Millersville University, one (1) from Arizona State University. The interns were supervised by our Promotion Director, Program Director and Morning Show Host, and learned about many aspects of broadcasting, including promotions, marketing, and advertising by working with SEU personnel in each department. The students were also able to seek career advice from station personnel.
<b>3</b>	Participate in Career and Internship Fair	On April 17, 2019, our Sales Manager and Digital Sales Manager attended a Career Fair at Messiah College in Grantham, PA, that was attended by approximately seventy-five (75) employers, during which they talked with interested students about career opportunities in broadcasting, job openings, and our internship program.
<b>4</b>	Guest Speaker	On April 24, 2019 our Market Manager attended the Radio/Broadcasting class at Millersville University. Millersville, PA, during which he talked with interested students about career opportunities in broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Host Online Job Fair	<p>Between June 1, 2019 – June 30, 2019, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</a>. Employment candidates were provided with an opportunity to contact eighteen (18) employers, including the SEU. Job seekers attended the online job fair and contacted one or more of the employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of thirty (30) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, and organized all logistical aspects of the event and also participated as an exhibitor. Our Market Manager, Sales Manager, Digital Sales Manager and Promotions Director were directly involved in the job fair.</p>
6	Guest Speaker	<p>On July 9, 2019, our Sales Manager attended the Confer Radio Talent Institute, at Bloomsburg University in Bloomsburg, PA, during which she talked with interested students about career opportunities in broadcasting.</p>
7	Participate in Career and Internship Fair	<p>On August 27, 2019, our Sales Manager and Digital Sales Manager attended the Veterans' Expo and Job Fair which the SEU also sponsored, held at the Radisson Hotel Harrisburg in Camp Hill, PA that was attended by approximately seventy-five (75) employers, during which they talked with job seekers about career opportunities in broadcasting.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Host Online Job Fair	<p>Between September 1, 2019 – September 30, 2019, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</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 employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of thirty (30) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, and organized all logistical aspects of the event and also participated as an exhibitor. Our Market Manager, Sales Manager, Digital Sales Manager, and Promotions Director were directly involved in the job fair.</p>
9	Host Online Job Fair	<p>Between March 1, 2020 – March 31, 2020, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</a>. Employment candidates were provided with an opportunity to contact ten (10) employers, including the SEU. Job seekers attended the online job fair and contacted one or more of the employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of thirty-one (31) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, and organized all logistical aspects of the event and also participated as an exhibitor. Our Market Manager, Sales Manager, Digital Sales Manager and Promotions Director were directly involved in the job fair.</p>
10	Participate in Career and Internship Fair	<p>On March 20, 2020, our Market Manager was registered to attend the JobExpo.Comm held at Pennsylvania State University, University Park, PA, during which he would have talked with interested students about career opportunities in broadcasting and job openings, but due to the COVID-19 Pandemic the physical on-site job fair was canceled and converted to a Digital Program.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
11	Participate in Career and Internship Fair	On March 25, 2020, our Sales Manager and Digital Sales Manager were registered to attend the Shippensburg Spring Career Fair, held at Shippensburg University, Shippensburg, PA, during which they would have talked with interested students about career opportunities in broadcasting and job openings, but due to the COVID-19 Pandemic the physical on-site job fair was canceled.
12	Participate in Career and Internship Fair	On March 31, 2020, our Market Manager, Sales Manager and Digital Sales Manager were registered to attend the WHTM-TV abc27 Job Fair, held at Radisson Hotel Harrisburg, Camp Hill, PA, during which they would have talked with interested job seekers about career opportunities in broadcasting and job openings, but due to the COVID-19 Pandemic the physical on-site job fair was canceled.

# **Attachment B**

## **Part 1**

**Cumulus-Harrisburg, Pennsylvania SEU**  
**Vacancy-Specific Data re Full-Time Hires**

2020-2021 Reporting Period			
<i>Position</i>	<i>Date Filled</i>	<i>Number of Interviewees</i>	<i>Sources Producing Interviewees</i>
Digital Director	02/08/2021	12	Cumulus Media Website (7); Word-of-Mouth Referral/Employee Referral (5)
Morning Show Co-Host	10/28/2020	8	AllAccess.com (2); Cumulus Media Website (1); Internal Posting (1); Station Website Posting (1); Word-of-Mouth Referral/Employee Referral (3)
2019-2020 Reporting Period			
<i>Position</i>	<i>Date Filled</i>	<i>Number of Interviewees</i>	<i>Sources Producing Interviewees</i>
Digital Director	03/09/2020	4	Facebook (1); LinkedIn (2); Word-of-Mouth Referral (1)
Promotions Director	07/15/2019	9	Cumulus Media Website (2); Indeed (4); Internal Posting (2); Station Website Posting (1)
Promotions Director	11/18/2019	8	Cumulus Media Website (1); Indeed (3); Internal Posting (2); Word-of-Mouth Referral (2)
Sales Assistant	08/26/2019	19	Facebook (2); Indeed (14); Word-of-Mouth Referral (3)
Sales Representative	06/03/2019	14	Indeed (7); Off-Site Job Fair (3); On-Air Announcements (2); Word-of-Mouth Referral (2)

\*The recruitment source highlighted in yellow is the source that referred each hire.

**Job Detail Information**

**This job has been viewed 2 times by job seekers.**

Job Information	
<b>Job ID</b>	6293928
<b>Job Title</b>	Digital Director for the Promotions Department
<b>Job Description</b>	<p>The Digital Director supports the efforts of the Sales Department, Business Department and Programming Department. Key Responsibilities include, but are not limited to:</p> <ul style="list-style-type: none"> <li>? Update and Manage Station Websites using the WordPress Platform</li> <li>? Design and upload Digital Display advertising for clients</li> <li>? Design Digital Advertising for Cumulus C-Suite clients</li> <li>? Design and send out Email Blasts to Station Subscribers</li> <li>? Design web banners and pages for upcoming promotions on Station Websites</li> <li>? Create and schedule online contests on Station Websites</li> <li>? Update Social Media pages for the stations (Facebook, Twitter, Instagram)</li> <li>? Design Printed Collateral (Mailers, Posters, Signs)</li> <li>? Managing Contest Rules for Station Contests, conducting online contests and coordinating prize fulfillment with winners</li> <li>? Coordinate the stations' involvement in Cumulus National promotions</li> <li>? Coordinate and execute all station contests from setup, contacting winners, and distributing prizes</li> <li>? Update and maintain Station Community and Concert Calendars</li> <li>? Schedule Digital Streaming Pre-roll ads</li> <li>? Monthly social media reports</li> <li>? Digital analytics regarding station sales projects (as needed)</li> <li>? Upload and maintain videos to Cumulus YouTube page</li> </ul>
<b>Type of Job</b>	Full Time
<b>Job Location</b>	Harrisburg, Pennsylvania 17110
<b>Posting Date</b>	11/09/2020
<b>Expiration Date</b>	12/31/2020
Job Requirements	
<b>Degrees Wanted</b>	None Required
<b>Majors Wanted</b>	Communications; Marketing
<b>Job Targets Wanted</b>	Communications - Multimedia; Marketing Advertising and Sales
<b>Special Skills Wanted</b>	The successful candidate will possess strong computer skills, work ethic,

**Other Job Requirements**

The successful candidate will possess strong computer skills, work ethic, attention to detail, strong organizational skills, excellent communication skills, a demonstrated ability to work under deadlines with minimal supervision and a friendly and helpful attitude are essential. Strong analytical skills, professional demeanor and proven ability to multi-task. Must be proficient in Adobe Programs including Photoshop, Illustrator and InDesign. Must have experience with WordPress and Google Analytics. Must be proficient in Microsoft Suite including Excel, Power Point and Word. Will be expected to become proficient in company software programs needed in order to fulfill responsibilities.

**Company Information****Company Name**

Cumulus Media

**Employer Web Site**

<http://www.cumulus.com>

**Company Description**

A leader in the radio broadcasting industry, Cumulus Media combines high-quality local programming with iconic, nationally syndicated media, sports and entertainment brands to deliver premium content choices to the 245 million people reached each week through its 446 owned-and-operated stations broadcasting in 90 U.S. media markets (including eight of the top 10), more than 8,000 broadcast radio stations affiliated with its Westwood One network and numerous digital channels. The Cumulus/Westwood One platform makes Cumulus Media one of the few media companies that can provide advertisers with national reach and local impact. Cumulus/Westwood One is the exclusive radio broadcast partner to some of the largest brands in sports, entertainment, news, and talk, including the NFL, NCAA, the Masters, Olympics, GRAMMY's, Academy of Country Music Awards, American Music Awards, Billboard Music Awards, Westwood One News and more. Additionally, it is the nation's leading provider of country music and lifestyle content through its NASH brand which serves country fans nationwide through radio programming, exclusive digital content, and live events. For more information visit [www.cumulus.com](http://www.cumulus.com).

Cumulus Media Inc. is proud to be an Equal Opportunity Employer (EOE)

**Equal Opportunity Employer**

Yes

**Contact Information****Contact**

Address: 2300 Vartan Way  
Suite 130  
Harrisburg, PA 17110

Fax: Cumulus Media

[Apply Online](#)



November 6, 2020

Center for Employment, Education, and Entrepreneurship Development  
1301 Derry Street  
3rd Floor  
Harrisburg, PA 17104

Dear Sir or Madam,

Cumulus Media in Harrisburg, PA has an immediate opening for a Full-Time Digital Director. Attached you will find, a job description. Because Cumulus Media is an equal opportunity employer, we encourage members of minority groups and women to apply for this position. We seek your help in referring qualified applicants to us.

If you know of qualified applicants who may be interested in applying for these positions, please have them apply online at [www.cumulusmedia.com/work-here/](http://www.cumulusmedia.com/work-here/).

Also, if you know of any other organization, which may be of assistance in our equal employment opportunity effort, it would be helpful if you would advise us as to its name and address.

Should you have any question regarding our recruitment, please feel free to contact me at 717-901-0725.

Sincerely yours,  
*Stephanie Beinhaur*

Stephanie Beinhaur  
Assistant Business Manager

**File Copy**

Attachment;3





November 6, 2020

Salvation Army Harrisburg Capital City Region  
1122 Green Street  
Harrisburg, PA 17106

Dear Sir or Madam,

Cumulus Media in Harrisburg, PA has an immediate opening for a Full-Time Digital Director. Attached you will find, a job description. Because Cumulus Media is an equal opportunity employer, we encourage members of minority groups and women to apply for this position. We seek your help in referring qualified applicants to us.

If you know of qualified applicants who may be interested in applying for these positions, please have them apply online at [www.cumulusmedia.com/work-here/](http://www.cumulusmedia.com/work-here/).

Also, if you know of any other organization, which may be of assistance in our equal employment opportunity effort, it would be helpful if you would advise us as to its name and address.

Should you have any question regarding our recruitment, please feel free to contact me at 717-901-0725.

Sincerely yours,  
*Stephanie Beinhaur*

Stephanie Beinhaur  
Assistant Business Manager

File Copy

Attachment;3





August 7, 2020

Adams County Adult Correctional Complex  
45 Major Bell Lane  
Gettysburg, PA 17325

Dear Sir or Madam,

Cumulus Media in Harrisburg, PA has an immediate opening for a Full-Time Morning Show Co-Host. Attached you will find, a job description. Because Cumulus Media is an equal opportunity employer, we encourage members of minority groups and women to apply for this position. We seek your help in referring qualified applicants to us.

If you know of qualified applicants who may be interested in applying for these positions, please have them apply online at [www.cumulusmedia.com/work-here/](http://www.cumulusmedia.com/work-here/).

Also, if you know of any other organization, which may be of assistance in our equal employment opportunity effort, it would be helpful if you would advise us as to its name and address.

Should you have any question regarding our recruitment, please feel free to contact me at 717-901-0725.

Sincerely yours,

*Stephanie Beinhaur*

Stephanie Beinhaur  
Assistant Business Manager

**File Copy**

Attachment;1





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# 1057 THE X has Morning Co-Host Opening



thermus

Posts: 6  
Joined: Tue 2010 5:44 ar  
Contact:

by thermus » Mon Aug 03, 2020 9:33 am

## WOXA-FM 105.7 THE X Morning Show Co-Host

CUMULUS MEDIA | Harrisburg-York-Lancaster, PA is looking for an On-Air Morning Co-Host for The People's Morning Show on 105.7 THE X WOXF-FM. Our people work in a state-of-the-art facility, take pride in our community and value teamwork. If you can deliver lifestyle headlines, be focused, creative and multi-task and most of all...love radio, we should talk. Board work, remotes and production are all a part of what we do, so show us what you've got.

Responsibilities include hosting or co-hosting shows that generate ratings by being entertaining, informative, community oriented and forwarding the brand. Must have a deep understanding of how to go beyond the latest news, headlines, and events to craft an entertaining and unique product. The candidate should be able to plan and produce a quality show, through creative ideas, segments, celebrity interviews and



WMMR  
pro



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generate ratings by being entertaining, informative, community oriented and forwarding the brand. Must have a deep understanding of how to go beyond the latest news, headlines, and events to craft an entertaining and unique product. The candidate should be able to plan and produce a quality show, through creative ideas, segments, celebrity interviews and production elements. Daily commercial production is required. As an ambassador for Cumulus, participation in station and client events/remotes, connecting with the community and our listeners, building a relationship with clients through the sales team and networking within the market are paramount. Candidates must have unparalleled passion, worth ethic and drive.

CUMULUS | Harrisburg, PA Cluster currently features 5 station signals in the Harrisburg-York-Lancaster, PA area. Our station brands include WQXA-FM 105.7 THE X, WNNK-FM WINK 104, WWKL-FM HOT 106.7, WZCY-FM 93.5 NASH FM and WHGB-AM CBS SPORTS RADIO 96.5-95.3-1400. The cluster of 5 stations reaches thousands of listeners on a daily basis.

## JOB REQUIREMENTS

3+ years of Full-Time On-Air experience with successful ratings history required, Strong production skills and knowledge of OpX, VOX Pro /Adobe Audition and Audacity. Proficient in Microsoft



## JOB REQUIREMENTS

3+ years of Full-Time On-Air experience with successful ratings history required, Strong production skills and knowledge of OpX, VOX Pro /Adobe Audition and Audacity. Proficient in Microsoft Office suite and social networking, strong knowledge of FCC rules and regulations, Socially informed and perceptive; up-to-date and in tune daily with the local and national trends and/or specialized knowledge of topics/events related to on-air discussions. Demonstrate an upbeat personality, informative, entertaining and engaging on the air; able to relate to station audience. Pleasant, charismatic and well-controlled voice; excellent pronunciation. Excellent verbal and written communication and editing skills; proficient in grammar; ability to make others feel comfortable and open up on air and demonstrate creativity and imagination.

For immediate consideration, please visit

<https://cumulusmedia.jobs.net/>

For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE)

# INVOICE



**WQXA-FM**  
**2300 Vartan Way, Suite 130**  
**Harrisburg, PA 17110**  
**Main: (717) 238-1041**  
**Billing:**

Property	WQXA-FM		
Invoice #	AA2542230	Order #	523234
Invoice Date	08/23/20	Alt Order #	
Invoice Month	August 2020	Deal #	
Invoice Period	07/27/20 - 08/20/20	Flight Dates	08/07/20 - 08/20/20
Advertiser	Cumulus House		
Product	WQXA-FM AMD EEO Outreach		
Estimate #	WQXA-FM AMD EEO Outreach		
Account Executive	Corporate House		
Sales Office	Local-Harrisburg PA		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling	Do Not Mail		
Agency Ref			
Advertiser Ref			
Product 1			
Product 2			

Billing Address:

**Cumulus House**  
**Attention: Accounts Payable**  
**3280 Peachtree Road**  
**Suite 2200**  
**Atlanta, GA 30305**

Send Payment To:

**WQXA-FM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type	
1	08/07/20	08/20/20	M-Su WQXA-FM AMD EEO Outreach	12a-12a	MTWTFSS	:30	25	\$0.00	NM	
Weeks:	<u>Start Date</u> 08/03/20	<u>End Date</u> 08/09/20	<u>MTWTFSS</u> ----FSS	<u>Spots/Week</u> 15	<u>Rate</u> \$0.00					
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
1	WQXA	F	08/07/20	12:14 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
2	WQXA	F	08/07/20	2:13 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
3	WQXA	F	08/07/20	4:46 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
13	WQXA	F	08/07/20	9:13 PM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
4	WQXA	F	08/07/20	11:20 PM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
8	WQXA	Sa	08/08/20	1:17 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
6	WQXA	Sa	08/08/20	3:42 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
5	WQXA	Sa	08/08/20	5:48 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
14	WQXA	Sa	08/08/20	7:47 PM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
7	WQXA	Sa	08/08/20	10:42 PM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
12	WQXA	Su	08/09/20	1:38 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
10	WQXA	Su	08/09/20	4:14 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
15	WQXA	Su	08/09/20	6:12 PM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
9	WQXA	Su	08/09/20	8:42 PM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
11	WQXA	Su	08/09/20	11:45 PM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
Weeks:	<u>Start Date</u> 08/10/20	<u>End Date</u> 08/16/20	<u>MTWTFSS</u> MTWTFSS	<u>Spots/Week</u> 25	<u>Rate</u> \$0.00					
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
18	WQXA	M	08/10/20	12:14 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
17	WQXA	M	08/10/20	2:39 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
37	WQXA	M	08/10/20	5:11 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
16	WQXA	M	08/10/20	3:46 PM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
19	WQXA	Tu	08/11/20	12:14 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
20	WQXA	Tu	08/11/20	2:12 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
21	WQXA	Tu	08/11/20	4:17 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
39	WQXA	Tu	08/11/20	6:20 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
38	WQXA	W	08/12/20	12:15 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM
23	WQXA	W	08/12/20	2:09 AM	M-Su	12a-12a	:30	WQXA AM Drive vacancy	\$0.00	NM

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.

# INVOICE



Send Payment To:  
**WQXA-FM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Invoice #	AA2542230	Invoice Month	August 2020
Invoice Date	08/23/20	Invoice Period	07/27/20 - 08/20/20
Advertiser	Cumulus House		
Product	WQXA-FM AMD EEO Outreach		
Estimate #	WQXA-FM AMD EEO Outreach		

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type	
1	08/07/20	08/20/20	M-Su WQXA-FM AMD EEO Outreach	12a-12a	MTWTFSS	:30	25	\$0.00	NM	
Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type										
22	WQXA	W	08/12/20	4:16 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
24	WQXA	W	08/12/20	6:24 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
26	WQXA	Th	08/13/20	12:14 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
25	WQXA	Th	08/13/20	2:16 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
40	WQXA	Th	08/13/20	4:44 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
27	WQXA	Th	08/13/20	10:12 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
28	WQXA	F	08/14/20	12:13 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
29	WQXA	F	08/14/20	5:48 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
30	WQXA	F	08/14/20	7:51 PM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
32	WQXA	Sa	08/15/20	3:38 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
31	WQXA	Sa	08/15/20	8:19 PM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
33	WQXA	Sa	08/15/20	10:45 PM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
35	WQXA	Su	08/16/20	1:15 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
36	WQXA	Su	08/16/20	7:27 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
34	WQXA	Su	08/16/20	11:43 PM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
Weeks: Start Date End Date MTWTFSS Spots/Week Rate										
08/17/20 08/23/20 MTWT--- 10 \$0.00										
Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type										
41	WQXA	M	08/17/20	3:12 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
42	WQXA	M	08/17/20	5:10 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
50	WQXA	Tu	08/18/20	12:43 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
44	WQXA	Tu	08/18/20	4:15 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
43	WQXA	Tu	08/18/20	10:44 PM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
46	WQXA	W	08/19/20	12:14 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
49	WQXA	W	08/19/20	2:35 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
45	WQXA	W	08/19/20	4:33 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
47	WQXA	Th	08/20/20	2:15 AM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM
48	WQXA	Th	08/20/20	1:18 PM	M-Su	12a-12a	:30	WQXA AM Drive Vacancy	\$0.00	NM

Total Spots 50

**DUE NET 30: 1.5% Service Fee on Credit Cards**

Net Total \$0.00

Invoice Balance as of 03/12/21 3:30:05 PM ET \$0.00

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.

**Cumulus-Harrisburg, Pennsylvania SEU**  
**Vacancy-Specific Data re Full-Time Hires**

2020-2021 Reporting Period			
<i>Position</i>	<i>Date Filled</i>	<i>Number of Interviewees</i>	<i>Sources Producing Interviewees</i>
Digital Director	02/08/2021	12	Cumulus Media Website (7); Word-of-Mouth Referral/Employee Referral (5)
Morning Show Co-Host	10/28/2020	8	AllAccess.com (2); Cumulus Media Website (1); Internal Posting (1); Station Website Posting (1); Word-of-Mouth Referral/Employee Referral (3)
2019-2020 Reporting Period			
<i>Position</i>	<i>Date Filled</i>	<i>Number of Interviewees</i>	<i>Sources Producing Interviewees</i>
Digital Director	03/09/2020	4	Facebook (1); LinkedIn (2); Word-of-Mouth Referral (1)
Promotions Director	07/15/2019	9	Cumulus Media Website (2); Indeed (4); Internal Posting (2); Station Website Posting (1)
Promotions Director	11/18/2019	8	Cumulus Media Website (1); Indeed (3); Internal Posting (2); Word-of-Mouth Referral (2)
Sales Assistant	08/26/2019	19	Facebook (2); Indeed (14); Word-of-Mouth Referral (3)
Sales Representative	06/03/2019	14	Indeed (7); Off-Site Job Fair (3); On-Air Announcements (2); Word-of-Mouth Referral (2)

\*The recruitment source highlighted in yellow is the source that referred each hiree.



WINK 104 posted a job.  
February 19, 2020 ·

The Digital Director supports the efforts of the Sales Department, Business Department and Programming Department. Key Responsibilities include, but are not limited to:

- Update and Manage Station Websites using the WordPress Platform
- Design and upload Digital Display advertising for clients
- Design Digital Advertising for Cumulus C-Suite clients
- Design and send out Email Blasts to Station Subscribers
- Design web banners and pages for upcoming promotions on Station Websites
- Create and schedule online contests on Station Websites
- Update Social Media pages for the stations (Facebook, Twitter, Instagram)
- Design Printed Collateral (Mailers, Posters, Signs)
- Managing Contest Rules for Station Contests
- Manage large specialty online contests such as uploading rules and coordinating prize fulfillment with winners

**JOB REQUIREMENTS**

The successful candidate will possess strong computer skills, work ethic, attention to detail, strong organizational skills, excellent communication skills, a demonstrated ability to work under deadlines with minimal supervision and a friendly and helpful attitude are essential. Strong analytical skills, professional demeanor and proven ability to multi-task. Must be proficient in Adobe Programs including Photoshop, Illustrator and InDesign. Must have experience with WordPress. Must be proficient in Microsoft Suite including Excel, Power Point and Word. Will be expected to become proficient in company software programs needed in order to fulfill responsibilities.

For immediate consideration, please visit <https://cumulusmedia.jobs.net/>

For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE).

APPLY NOW: <https://cumulusmedia.jobs.net.../dig.../JBR5M16QWRK44YW86NY>





# 105.7 The X

@1057TheX · Arts & Entertainment

Contact Us

1057thex.com

Liked Message



105.7 The X posted a job.  
February 19, 2020

The Digital Director supports the efforts of the Sales Department, Business Department and Programming Department. Key Responsibilities include, but are not limited to:

- Update and Manage Station Websites using the WordPress Platform
- Design and upload Digital Display advertising for clients
- Design Digital Advertising for Cumulus C-Suite clients
- Design and send out Email Blasts to Station Subscribers
- Design web banners and pages for upcoming promotions on Station Websites
- Create and schedule online contests on Station Websites
- Update Social Media pages for the stations (Facebook, Twitter, Instagram)
- Design Printed Collateral (Mailers, Posters, Signs)
- Managing Contest Rules for Station Contests
- Manage large specialty online contests such as uploading rules and coordinating prize fulfillment with winners

### JOB REQUIREMENTS

The successful candidate will possess strong computer skills, work ethic, attention to detail, strong organizational skills, excellent communication skills, a demonstrated ability to work under deadlines with minimal supervision and a friendly and helpful attitude are essential. Strong analytical skills, professional demeanor and proven ability to multi-task. Must be proficient in Adobe Programs including Photoshop, Illustrator and InDesign. Must have experience with WordPress. Must be proficient in Microsoft Suite including Excel, Power Point and Word. Will be expected to become proficient in company software programs needed in order to fulfill responsibilities.

For immediate consideration please visit <https://triumphmediainke.net/>

# INVOICE



**WHGB-AM**  
 2300 Vartan Way, Suite 130  
 Harrisburg, PA 17110  
 Main: (717) 238-1041  
 Billing:

Property	WHGB-AM		
Invoice #	AA2329612	Order #	390770
Invoice Date	02/23/20	Alt Order #	
Invoice Month	February 2020	Deal #	
Invoice Period	01/27/20 - 02/23/20	Flight Dates	02/20/20 - 03/01/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			
Account Executive	Corporate House		
Sales Office	Local-Harrisburg PA		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling	Do Not Print		
Agency Ref			
Advertiser Ref			
Product 1			
Product 2			

Billing Address:

**Promos**  
**Attention: Accounts Payable**  
 3280 Peachtree Road NW  
 Suite 2200  
 Atlanta, GA 30305

Send Payment To:

**WHGB-AM**  
**Cumulus Media-Harrisburg**  
 3607 Momentum Place  
 Chicago, IL 60689-5336

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type
1	02/20/20	03/01/20	M-F	6a-7p	MTWTF--	:30	25	\$0.00	NM
Weeks: Start Date 02/17/20 End Date 02/23/20 MTWTFSS ---TF-- Spots/Week 10 Rate \$0.00									
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate Type
4	WHGBA	Th	02/20/20	6:46 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00 NM
3	WHGBA	Th	02/20/20	10:50 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00 NM
1	WHGBA	Th	02/20/20	12:57 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00 NM
2	WHGBA	Th	02/20/20	1:39 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00 NM
9	WHGBA	Th	02/20/20	5:56 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00 NM
6	WHGBA	F	02/21/20	9:42 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00 NM
8	WHGBA	F	02/21/20	11:56 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00 NM
5	WHGBA	F	02/21/20	12:37 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00 NM
7	WHGBA	F	02/21/20	2:19 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00 NM
10	WHGBA	F	02/21/20	4:20 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00 NM
2	02/20/20	03/01/20	M-Su	7:00 PM-12:00 XM	MTWTFSS	:30	21	\$0.00	NM
Weeks: Start Date 02/17/20 End Date 02/23/20 MTWTFSS ---TFSS Spots/Week 12 Rate \$0.00									
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate Type
1	WHGBA	Th	02/20/20	8:56 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WHGB	\$0.00 NM
2	WHGBA	Th	02/20/20	9:56 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WHGB	\$0.00 NM
5	WHGBA	Th	02/20/20	10:56 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WHGB	\$0.00 NM
4	WHGBA	F	02/21/20	9:42 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WHGB	\$0.00 NM
6	WHGBA	F	02/21/20	10:19 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WHGB	\$0.00 NM
3	WHGBA	F	02/21/20	11:19 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WHGB	\$0.00 NM
26	WHGBA	Sa	02/22/20	7:56 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WHGB	\$0.00 NM
23	WHGBA	Sa	02/22/20	8:36 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WHGB	\$0.00 NM
22	WHGBA	Sa	02/22/20	10:38 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WHGB	\$0.00 NM
27	WHGBA	Su	02/23/20	7:19 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WHGB	\$0.00 NM
25	WHGBA	Su	02/23/20	9:18 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WHGB	\$0.00 NM
24	WHGBA	Su	02/23/20	11:39 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WHGB	\$0.00 NM
3	02/20/20	03/01/20	Sa-Su	6a-7p		:30	14	\$0.00	NM

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# INVOICE



Send Payment To:  
**WHGB-AM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Invoice #	AA2329612	Invoice Month	February 2020
Invoice Date	02/23/20	Invoice Period	01/27/20 - 02/23/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/Week	Rate	Type	
Weeks:		Start Date	End Date	MTWTFSS	Spots/Week	Rate				
		02/17/20	02/23/20	-----SS	14	\$0.00				
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
29	WHGB	Sa	02/22/20	9:19 AM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
4	WHGB	Sa	02/22/20	10:23 AM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
3	WHGB	Sa	02/22/20	11:21 AM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
6	WHGB	Sa	02/22/20	12:22 PM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
1	WHGB	Sa	02/22/20	3:21 PM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
5	WHGB	Sa	02/22/20	3:56 PM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
2	WHGB	Sa	02/22/20	5:23 PM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
28	WHGB	Su	02/23/20	7:19 AM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
23	WHGB	Su	02/23/20	8:20 AM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
27	WHGB	Su	02/23/20	8:56 AM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
26	WHGB	Su	02/23/20	9:56 AM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
25	WHGB	Su	02/23/20	10:56 AM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
24	WHGB	Su	02/23/20	5:37 PM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM
22	WHGB	Su	02/23/20	6:18 PM	Sa-Su	6a-7p	:30	Digital Director WHGB	\$0.00	NM

Total Spots **36**

**DUE NET 30: 1.5% Service Fee on Credit Cards**

Net Total **\$0.00**

Invoice Balance as of 03/18/21 4:40:33 PM ET **\$0.00**

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.

# INVOICE



**WHGB-AM**  
 2300 Vartan Way, Suite 130  
 Harrisburg, PA 17110  
 Main: (717) 238-1041  
 Billing:

Property	WHGB-AM		
Invoice #	AA2357970	Order #	390770
Invoice Date	03/01/20	Alt Order #	
Invoice Month	March 2020	Deal #	
Invoice Period	02/24/20 - 03/01/20	Flight Dates	02/20/20 - 03/01/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			

Billing Address:

**Promos**  
 Attention: Accounts Payable  
 3280 Peachtree Road NW  
 Suite 2200  
 Atlanta, GA 30305

Account Executive	Corporate House
Sales Office	Local-Harrisburg PA
Sales Region	Local
Agency Code	
Advertiser Code	
Billing Calendar	Broadcast
Billing Type	Cash
Special Handling	Do Not Print
Agency Ref	
Advertiser Ref	
Product 1	
Product 2	

Send Payment To:

**WHGB-AM**  
 Cumulus Media-Harrisburg  
 3607 Momentum Place  
 Chicago, IL 60689-5336

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type	
1	02/20/20	03/01/20	M-F	6a-7p	MTWTF--	:30	25	\$0.00	NM	
Weeks: Start Date 02/24/20 End Date 03/01/20 MTWTF-- Spots/Week 25 Rate \$0.00										
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
14	WHGBA	M	02/24/20	7:49 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
12	WHGBA	M	02/24/20	11:40 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
13	WHGBA	M	02/24/20	1:56 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
32	WHGBA	M	02/24/20	2:36 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
11	WHGBA	M	02/24/20	4:37 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
15	WHGBA	Tu	02/25/20	6:19 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
17	WHGBA	Tu	02/25/20	1:21 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
33	WHGBA	Tu	02/25/20	3:38 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
18	WHGBA	Tu	02/25/20	4:56 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
16	WHGBA	Tu	02/25/20	6:39 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
19	WHGBA	W	02/26/20	6:46 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
22	WHGBA	W	02/26/20	10:35 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
31	WHGBA	W	02/26/20	1:40 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
20	WHGBA	W	02/26/20	2:56 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
21	WHGBA	W	02/26/20	5:57 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
34	WHGBA	Th	02/27/20	9:47 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
26	WHGBA	Th	02/27/20	11:56 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
25	WHGBA	Th	02/27/20	12:42 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
24	WHGBA	Th	02/27/20	2:25 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
23	WHGBA	Th	02/27/20	4:20 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
30	WHGBA	F	02/28/20	6:26 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
29	WHGBA	F	02/28/20	9:57 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
35	WHGBA	F	02/28/20	11:22 AM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
28	WHGBA	F	02/28/20	12:56 PM	M-F	6a-7p	:30	Digital Director WHGB	\$0.00	NM
2	02/20/20	03/01/20	M-Su	7:00 PM-12:00 XM	MTWTFSS	:30	21	\$0.00	NM	
Weeks: Start Date 02/24/20 End Date 03/01/20 MTWTFSS Spots/Week 21 Rate \$0.00										

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# INVOICE



Send Payment To:  
**WHGB-AM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Invoice #	AA2357970	Invoice Month	March 2020
Invoice Date	03/01/20	Invoice Period	02/24/20 - 03/01/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type		
2	02/20/20	03/01/20	M-Su	7:00 PM-12:00 XM	MTWTFSS	:30	21	\$0.00	NM		
<b>Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type</b>											
19	WHGBA	M	02/24/20	7:41 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	WHGB	\$0.00	NM
7	WHGBA	M	02/24/20	8:22 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	WHGB	\$0.00	NM
8	WHGBA	M	02/24/20	11:58 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	WHGB	\$0.00	NM
9	WHGBA	Tu	02/25/20	8:41 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	WHGB	\$0.00	NM
17	WHGBA	Tu	02/25/20	9:36 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	WHGB	\$0.00	NM
10	WHGBA	Tu	02/25/20	11:39 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	WHGB	\$0.00	NM
13	WHGBA	Th	02/27/20	9:18 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	WHGB	\$0.00	NM
14	WHGBA	Th	02/27/20	10:22 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	WHGB	\$0.00	NM
21	WHGBA	Th	02/27/20	11:18 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	WHGB	\$0.00	NM

**Total Spots 33**

**DUE NET 30: 1.5% Service Fee on Credit Cards**

Net Total **\$0.00**

Invoice Balance as of 03/12/21 4:43:27 PM ET **\$0.00**

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.

# INVOICE



**WZCY-FM**  
**2300 Vartan Way, Suite 130**  
**Harrisburg, PA 17110**  
**Main: (717) 238-1041**  
**Billing:**

Property	WZCY-FM		
Invoice #	AA2329649	Order #	390777
Invoice Date	02/23/20	Alt Order #	
Invoice Month	February 2020	Deal #	
Invoice Period	01/27/20 - 02/23/20	Flight Dates	02/20/20 - 03/01/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			
Account Executive	Corporate House		
Sales Office	Local-Harrisburg PA		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling	Do Not Print		
Agency Ref			
Advertiser Ref			
Product 1			
Product 2			

Billing Address:

**Promos**  
**Attention: Accounts Payable**  
**3280 Peachtree Road NW**  
**Suite 2200**  
**Atlanta, GA 30305**

Send Payment To:

**WZCY-FM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type
1	02/20/20	03/01/20	M-F	6a-7p	MTWTF--	:30	25	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 02/17/20 02/23/20 ---TF-- 10 \$0.00									
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate Type
2	WZCY	Th	02/20/20	9:54 AM	M-F	6a-7p	:30	Digital Director WZCY	\$0.00 NM
4	WZCY	Th	02/20/20	11:24 AM	M-F	6a-7p	:30	Digital Director WZCY	\$0.00 NM
9	WZCY	Th	02/20/20	1:57 PM	M-F	6a-7p	:30	Digital Director WZCY	\$0.00 NM
3	WZCY	Th	02/20/20	3:23 PM	M-F	6a-7p	:30	Digital Director WZCY	\$0.00 NM
1	WZCY	Th	02/20/20	4:55 PM	M-F	6a-7p	:30	Digital Director WZCY	\$0.00 NM
6	WZCY	F	02/21/20	6:59 AM	M-F	6a-7p	:30	Digital Director WZCY	\$0.00 NM
10	WZCY	F	02/21/20	8:18 AM	M-F	6a-7p	:30	Digital Director WZCY	\$0.00 NM
7	WZCY	F	02/21/20	11:51 AM	M-F	6a-7p	:30	Digital Director WZCY	\$0.00 NM
5	WZCY	F	02/21/20	4:21 PM	M-F	6a-7p	:30	Digital Director WZCY	\$0.00 NM
8	WZCY	F	02/21/20	6:40 PM	M-F	6a-7p	:30	Digital Director WZCY	\$0.00 NM
2	02/20/20	03/01/20	M-Su	7:00 PM-12:00 XM	MTWTFSS	:30	21	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 02/17/20 02/23/20 ---TFSS 12 \$0.00									
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate Type
4	WZCY	F	02/21/20	8:47 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WZCY	\$0.00 NM
3	WZCY	F	02/21/20	9:47 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WZCY	\$0.00 NM
6	WZCY	F	02/21/20	11:16 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WZCY	\$0.00 NM
24	WZCY	Su	02/23/20	7:15 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WZCY	\$0.00 NM
25	WZCY	Su	02/23/20	9:15 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WZCY	\$0.00 NM
27	WZCY	Su	02/23/20	10:16 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WZCY	\$0.00 NM
3	02/20/20	03/01/20	Sa-Su	6a-7p	-----SS	:30	14	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 02/17/20 02/23/20 -----SS 14 \$0.00									
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate Type
27	WZCY	Su	02/23/20	8:50 AM	Sa-Su	6a-7p	:30	Digital Director WZCY	\$0.00 NM
26	WZCY	Su	02/23/20	9:21 AM	Sa-Su	6a-7p	:30	Digital Director WZCY	\$0.00 NM

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.



# INVOICE



**WZCY-FM**  
**2300 Vartan Way, Suite 130**  
**Harrisburg, PA 17110**  
**Main: (717) 238-1041**  
**Billing:**

Property	WZCY-FM		
Invoice #	AA2357971	Order #	390777
Invoice Date	03/01/20	Alt Order #	
Invoice Month	March 2020	Deal #	
Invoice Period	02/24/20 - 03/01/20	Flight Dates	02/20/20 - 03/01/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			
Account Executive	Corporate House		
Sales Office	Local-Harrisburg PA		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling	Do Not Print		
Agency Ref			
Advertiser Ref			
Product 1			
Product 2			

Billing Address:

**Promos**  
**Attention: Accounts Payable**  
**3280 Peachtree Road NW**  
**Suite 2200**  
**Atlanta, GA 30305**

Send Payment To:

**WZCY-FM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type																															
1	02/20/20	03/01/20	M-F	6a-7p	MTWTF--	:30	25	\$0.00	NM																															
<table border="0" style="width:100%"> <tr> <td>Weeks:</td> <td><u>Start Date</u></td> <td><u>End Date</u></td> <td><u>MTWTFSS</u></td> <td><u>Spots/Week</u></td> <td><u>Rate</u></td> <td colspan="4"></td> </tr> <tr> <td></td> <td>02/24/20</td> <td>03/01/20</td> <td>MTWTF--</td> <td>25</td> <td>\$0.00</td> <td colspan="4"></td> </tr> <tr> <td><u>Spots: #</u></td> <td><u>Ch</u></td> <td><u>Day</u></td> <td><u>Air Date</u></td> <td><u>Air Time</u></td> <td><u>Description</u></td> <td><u>Start/End Time</u></td> <td><u>Length</u></td> <td><u>Ad-ID</u></td> <td><u>Rate</u></td> <td><u>Type</u></td> </tr> </table>										Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>						02/24/20	03/01/20	MTWTF--	25	\$0.00					<u>Spots: #</u>	<u>Ch</u>	<u>Day</u>	<u>Air Date</u>	<u>Air Time</u>	<u>Description</u>	<u>Start/End Time</u>	<u>Length</u>	<u>Ad-ID</u>	<u>Rate</u>	<u>Type</u>
Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>																																			
	02/24/20	03/01/20	MTWTF--	25	\$0.00																																			
<u>Spots: #</u>	<u>Ch</u>	<u>Day</u>	<u>Air Date</u>	<u>Air Time</u>	<u>Description</u>	<u>Start/End Time</u>	<u>Length</u>	<u>Ad-ID</u>	<u>Rate</u>	<u>Type</u>																														
11	WZCY	M	02/24/20	6:23 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
13	WZCY	M	02/24/20	7:55 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
14	WZCY	M	02/24/20	8:34 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
12	WZCY	M	02/24/20	9:39 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
32	WZCY	M	02/24/20	10:21 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
18	WZCY	Tu	02/25/20	6:53 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
33	WZCY	Tu	02/25/20	9:56 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
16	WZCY	Tu	02/25/20	10:50 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
15	WZCY	Tu	02/25/20	12:51 PM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
17	WZCY	Tu	02/25/20	6:40 PM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
22	WZCY	W	02/26/20	7:21 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
31	WZCY	W	02/26/20	8:22 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
19	WZCY	W	02/26/20	9:36 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
21	WZCY	W	02/26/20	2:21 PM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
20	WZCY	W	02/26/20	3:22 PM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
24	WZCY	Th	02/27/20	7:35 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
34	WZCY	Th	02/27/20	12:21 PM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
25	WZCY	Th	02/27/20	1:21 PM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
26	WZCY	Th	02/27/20	3:53 PM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
23	WZCY	Th	02/27/20	5:22 PM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
29	WZCY	F	02/28/20	6:35 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
27	WZCY	F	02/28/20	11:52 AM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
35	WZCY	F	02/28/20	1:21 PM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
30	WZCY	F	02/28/20	4:25 PM	M-F	6a-7p	:30	Digital Director	WZCY	\$0.00 NM																														
2	02/20/20	03/01/20	M-Su	7:00 PM-12:00 XM	MTWTFSS	:30	21	\$0.00	NM																															
<table border="0" style="width:100%"> <tr> <td>Weeks:</td> <td><u>Start Date</u></td> <td><u>End Date</u></td> <td><u>MTWTFSS</u></td> <td><u>Spots/Week</u></td> <td><u>Rate</u></td> <td colspan="4"></td> </tr> <tr> <td></td> <td>02/24/20</td> <td>03/01/20</td> <td>MTWTFSS</td> <td>21</td> <td>\$0.00</td> <td colspan="4"></td> </tr> </table>										Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>						02/24/20	03/01/20	MTWTFSS	21	\$0.00															
Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>																																			
	02/24/20	03/01/20	MTWTFSS	21	\$0.00																																			

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# INVOICE



Send Payment To:

**WZCY-FM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Invoice #	AA2357971	Invoice Month	March 2020
Invoice Date	03/01/20	Invoice Period	02/24/20 - 03/01/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type		
2	02/20/20	03/01/20	M-Su	7:00 PM-12:00 XM	MTWTFSS	:30	21	\$0.00	NM		
<b>Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type</b>											
7	WZCY	M	02/24/20	7:14 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	wzcy	\$0.00	NM
19	WZCY	M	02/24/20	8:44 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	wzcy	\$0.00	NM
8	WZCY	M	02/24/20	11:46 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	wzcy	\$0.00	NM
9	WZCY	Tu	02/25/20	7:17 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	wzcy	\$0.00	NM
17	WZCY	Tu	02/25/20	8:16 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	wzcy	\$0.00	NM
10	WZCY	Tu	02/25/20	10:47 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	wzcy	\$0.00	NM
11	WZCY	W	02/26/20	7:44 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	wzcy	\$0.00	NM
18	WZCY	W	02/26/20	10:16 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	wzcy	\$0.00	NM
12	WZCY	W	02/26/20	11:14 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	wzcy	\$0.00	NM
14	WZCY	Th	02/27/20	7:47 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	wzcy	\$0.00	NM
13	WZCY	Th	02/27/20	9:44 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	wzcy	\$0.00	NM
21	WZCY	Th	02/27/20	10:48 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director	wzcy	\$0.00	NM

Total Spots **36**

**DUE NET 30: 1.5% Service Fee on Credit Cards**

Net Total **\$0.00**

Invoice Balance as of 03/12/21 4:43:31 PM ET **\$0.00**

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.

# INVOICE



**WWKL-FM**  
**2300 Vartan Way, Suite 130**  
**Harrisburg, PA 17110**  
**Main: (717) 238-1041**  
**Billing:**

Property	WWKL-FM		
Invoice #	AA2329534	Order #	390773
Invoice Date	02/23/20	Alt Order #	
Invoice Month	February 2020	Deal #	
Invoice Period	01/27/20 - 02/23/20	Flight Dates	02/20/20 - 03/01/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			
Account Executive	Corporate House		
Sales Office	Local-Harrisburg PA		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling	Do Not Print		
Agency Ref			
Advertiser Ref			
Product 1			
Product 2			

Billing Address:

**Promos**  
**Attention: Accounts Payable**  
**3280 Peachtree Road NW**  
**Suite 2200**  
**Atlanta, GA 30305**

Send Payment To:

**WWKL-FM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/Week	Rate	Type
1	02/20/20	03/01/20	M-F	6a-7p	MTWTF--	:30	25	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 02/17/20 02/23/20 ---TF-- 10 \$0.00									
Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type 6 WWKL F 02/21/20 6:55 PM M-F 6a-7p :30 Digital Director wwKL \$0.00 NM									
2	02/20/20	03/01/20	M-Su	7:00 PM-12:00 XM	MTWTFSS	:30	21	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 02/17/20 02/23/20 ---TFSS 12 \$0.00									
Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type 23 WWKL Sa 02/22/20 7:58 PM M-Su 7:00 PM-12:00 XM :30 Digital Director wwKL \$0.00 NM 26 WWKL Sa 02/22/20 9:55 PM M-Su 7:00 PM-12:00 XM :30 Digital Director wwKL \$0.00 NM 22 WWKL Sa 02/22/20 10:51 PM M-Su 7:00 PM-12:00 XM :30 Digital Director wwKL \$0.00 NM 25 WWKL Su 02/23/20 8:29 PM M-Su 7:00 PM-12:00 XM :30 Digital Director wwKL \$0.00 NM 27 WWKL Su 02/23/20 10:24 PM M-Su 7:00 PM-12:00 XM :30 Digital Director wwKL \$0.00 NM									
3	02/20/20	03/01/20	Sa-Su	6a-7p	-----SS	:30	14	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 02/17/20 02/23/20 -----SS 14 \$0.00									
Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type 4 WWKL Sa 02/22/20 7:23 AM Sa-Su 6a-7p :30 Digital Director wwKL \$0.00 NM 5 WWKL Sa 02/22/20 12:25 PM Sa-Su 6a-7p :30 Digital Director wwKL \$0.00 NM 3 WWKL Sa 02/22/20 4:52 PM Sa-Su 6a-7p :30 Digital Director wwKL \$0.00 NM 2 WWKL Sa 02/22/20 6:27 PM Sa-Su 6a-7p :30 Digital Director wwKL \$0.00 NM 25 WWKL Su 02/23/20 6:53 AM Sa-Su 6a-7p :30 Digital Director wwKL \$0.00 NM 22 WWKL Su 02/23/20 8:20 AM Sa-Su 6a-7p :30 Digital Director wwKL \$0.00 NM 28 WWKL Su 02/23/20 9:48 AM Sa-Su 6a-7p :30 Digital Director wwKL \$0.00 NM 26 WWKL Su 02/23/20 4:25 PM Sa-Su 6a-7p :30 Digital Director wwKL \$0.00 NM 23 WWKL Su 02/23/20 5:19 PM Sa-Su 6a-7p :30 Digital Director wwKL \$0.00 NM 27 WWKL Su 02/23/20 5:54 PM Sa-Su 6a-7p :30 Digital Director wwKL \$0.00 NM									

**Total Spots 16**

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# INVOICE



Send Payment To:  
**WWKL-FM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Invoice #	AA2329534	Invoice Month	February 2020
Invoice Date	02/23/20	Invoice Period	01/27/20 - 02/23/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			

**DUE NET 30: 1.5% Service Fee on Credit Cards**

Net Total **\$0.00**

Invoice Balance as of 03/18/21 4:40:45 PM ET **\$0.00**

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.

# INVOICE



**WWKL-FM**  
**2300 Vartan Way, Suite 130**  
**Harrisburg, PA 17110**  
**Main: (717) 238-1041**  
**Billing:**

Property	WWKL-FM		
Invoice #	AA2357974	Order #	390773
Invoice Date	03/01/20	Alt Order #	
Invoice Month	March 2020	Deal #	
Invoice Period	02/24/20 - 03/01/20	Flight Dates	02/20/20 - 03/01/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			
	Account Executive	Corporate House	
	Sales Office	Local-Harrisburg PA	
	Sales Region	Local	
	Agency Code		
	Advertiser Code		
	Billing Calendar	Broadcast	
	Billing Type	Cash	
	Special Handling	Do Not Print	
	Agency Ref		
	Advertiser Ref		
	Product 1		
	Product 2		

Billing Address:

**Promos**  
**Attention: Accounts Payable**  
**3280 Peachtree Road NW**  
**Suite 2200**  
**Atlanta, GA 30305**

Send Payment To:

**WWKL-FM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/Week	Rate	Type																																																																
1	02/20/20	03/01/20	M-F	6a-7p	MTWTF--	:30	25	\$0.00	NM																																																																
<table border="0"> <tr> <td>Weeks:</td> <td><u>Start Date</u></td> <td><u>End Date</u></td> <td><u>MTWTFSS</u></td> <td><u>Spots/Week</u></td> <td><u>Rate</u></td> <td colspan="4"></td> </tr> <tr> <td></td> <td>02/24/20</td> <td>03/01/20</td> <td>MTWTF--</td> <td>25</td> <td>\$0.00</td> <td colspan="4"></td> </tr> <tr> <td><u>Spots: #</u></td> <td><u>Ch</u></td> <td><u>Day</u></td> <td><u>Air Date</u></td> <td><u>Air Time</u></td> <td><u>Description</u></td> <td><u>Start/End Time</u></td> <td><u>Length</u></td> <td><u>Ad-ID</u></td> <td><u>Rate</u></td> <td><u>Type</u></td> </tr> <tr> <td>16</td> <td>WWKL</td> <td>Tu</td> <td>02/25/20</td> <td>2:30 PM</td> <td>M-F</td> <td>6a-7p</td> <td>:30</td> <td>Digital Director wwKL</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>23</td> <td>WWKL</td> <td>Th</td> <td>02/27/20</td> <td>7:17 AM</td> <td>M-F</td> <td>6a-7p</td> <td>:30</td> <td>Digital Director wwKL</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>26</td> <td>WWKL</td> <td>Th</td> <td>02/27/20</td> <td>3:56 PM</td> <td>M-F</td> <td>6a-7p</td> <td>:30</td> <td>Digital Director wwKL</td> <td>\$0.00</td> <td>NM</td> </tr> </table>										Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>						02/24/20	03/01/20	MTWTF--	25	\$0.00					<u>Spots: #</u>	<u>Ch</u>	<u>Day</u>	<u>Air Date</u>	<u>Air Time</u>	<u>Description</u>	<u>Start/End Time</u>	<u>Length</u>	<u>Ad-ID</u>	<u>Rate</u>	<u>Type</u>	16	WWKL	Tu	02/25/20	2:30 PM	M-F	6a-7p	:30	Digital Director wwKL	\$0.00	NM	23	WWKL	Th	02/27/20	7:17 AM	M-F	6a-7p	:30	Digital Director wwKL	\$0.00	NM	26	WWKL	Th	02/27/20	3:56 PM	M-F	6a-7p	:30	Digital Director wwKL	\$0.00	NM
Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>																																																																				
	02/24/20	03/01/20	MTWTF--	25	\$0.00																																																																				
<u>Spots: #</u>	<u>Ch</u>	<u>Day</u>	<u>Air Date</u>	<u>Air Time</u>	<u>Description</u>	<u>Start/End Time</u>	<u>Length</u>	<u>Ad-ID</u>	<u>Rate</u>	<u>Type</u>																																																															
16	WWKL	Tu	02/25/20	2:30 PM	M-F	6a-7p	:30	Digital Director wwKL	\$0.00	NM																																																															
23	WWKL	Th	02/27/20	7:17 AM	M-F	6a-7p	:30	Digital Director wwKL	\$0.00	NM																																																															
26	WWKL	Th	02/27/20	3:56 PM	M-F	6a-7p	:30	Digital Director wwKL	\$0.00	NM																																																															
2	02/20/20	03/01/20	M-Su	7:00 PM-12:00 XM	MTWTFSS	:30	21	\$0.00	NM																																																																
<table border="0"> <tr> <td>Weeks:</td> <td><u>Start Date</u></td> <td><u>End Date</u></td> <td><u>MTWTFSS</u></td> <td><u>Spots/Week</u></td> <td><u>Rate</u></td> <td colspan="4"></td> </tr> <tr> <td></td> <td>02/24/20</td> <td>03/01/20</td> <td>MTWTFSS</td> <td>21</td> <td>\$0.00</td> <td colspan="4"></td> </tr> <tr> <td><u>Spots: #</u></td> <td><u>Ch</u></td> <td><u>Day</u></td> <td><u>Air Date</u></td> <td><u>Air Time</u></td> <td><u>Description</u></td> <td><u>Start/End Time</u></td> <td><u>Length</u></td> <td><u>Ad-ID</u></td> <td><u>Rate</u></td> <td><u>Type</u></td> </tr> <tr> <td>19</td> <td>WWKL</td> <td>M</td> <td>02/24/20</td> <td>11:23 PM</td> <td>M-Su</td> <td>7:00 PM-12:00 XM</td> <td>:30</td> <td>Digital Director wwKL</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>13</td> <td>WWKL</td> <td>Th</td> <td>02/27/20</td> <td>10:17 PM</td> <td>M-Su</td> <td>7:00 PM-12:00 XM</td> <td>:30</td> <td>Digital Director wwKL</td> <td>\$0.00</td> <td>NM</td> </tr> <tr> <td>14</td> <td>WWKL</td> <td>Th</td> <td>02/27/20</td> <td>11:43 PM</td> <td>M-Su</td> <td>7:00 PM-12:00 XM</td> <td>:30</td> <td>Digital Director wwKL</td> <td>\$0.00</td> <td>NM</td> </tr> </table>										Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>						02/24/20	03/01/20	MTWTFSS	21	\$0.00					<u>Spots: #</u>	<u>Ch</u>	<u>Day</u>	<u>Air Date</u>	<u>Air Time</u>	<u>Description</u>	<u>Start/End Time</u>	<u>Length</u>	<u>Ad-ID</u>	<u>Rate</u>	<u>Type</u>	19	WWKL	M	02/24/20	11:23 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director wwKL	\$0.00	NM	13	WWKL	Th	02/27/20	10:17 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director wwKL	\$0.00	NM	14	WWKL	Th	02/27/20	11:43 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director wwKL	\$0.00	NM
Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>																																																																				
	02/24/20	03/01/20	MTWTFSS	21	\$0.00																																																																				
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19	WWKL	M	02/24/20	11:23 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director wwKL	\$0.00	NM																																																															
13	WWKL	Th	02/27/20	10:17 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director wwKL	\$0.00	NM																																																															
14	WWKL	Th	02/27/20	11:43 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director wwKL	\$0.00	NM																																																															

**Total Spots 6**

**DUE NET 30: 1.5% Service Fee on Credit Cards**

Net Total **\$0.00**

Invoice Balance as of 03/12/21 4:43:29 PM ET **\$0.00**

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.



# INVOICE



**WNNK-FM**  
**2300 Vartan Way, Suite 130**  
**Harrisburg, PA 17110**  
**Main: (717) 238-1041**  
**Billing:**

Property	WNNK-FM		
Invoice #	AA2357972	Order #	390762
Invoice Date	03/01/20	Alt Order #	
Invoice Month	March 2020	Deal #	
Invoice Period	02/24/20 - 03/01/20	Flight Dates	02/20/20 - 03/01/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			

Billing Address:

**Promos**  
**Attention: Accounts Payable**  
**3280 Peachtree Road NW**  
**Suite 2200**  
**Atlanta, GA 30305**

Account Executive	Corporate House
Sales Office	Local-Harrisburg PA
Sales Region	Local
Agency Code	
Advertiser Code	
Billing Calendar	Broadcast
Billing Type	Cash
Special Handling	Do Not Print
Agency Ref	
Advertiser Ref	
Product 1	
Product 2	

Send Payment To:

**WNNK-FM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type																															
1	02/20/20	03/01/20	M-F	6a-7p	MTWTF--	:30	25	\$0.00	NM																															
<table border="0" style="width:100%"> <tr> <td>Weeks:</td> <td><u>Start Date</u></td> <td><u>End Date</u></td> <td><u>MTWTFSS</u></td> <td><u>Spots/Week</u></td> <td><u>Rate</u></td> <td colspan="4"></td> </tr> <tr> <td></td> <td>02/24/20</td> <td>03/01/20</td> <td>MTWTF--</td> <td>25</td> <td>\$0.00</td> <td colspan="4"></td> </tr> <tr> <td>Spots: #</td> <td>Ch</td> <td>Day</td> <td>Air Date</td> <td>Air Time</td> <td>Description</td> <td>Start/End Time</td> <td>Length</td> <td>Ad-ID</td> <td>Rate</td> <td>Type</td> </tr> </table>										Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>						02/24/20	03/01/20	MTWTF--	25	\$0.00					Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>																																			
	02/24/20	03/01/20	MTWTF--	25	\$0.00																																			
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type																														
14	WNNK	M	02/24/20	6:48 AM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
11	WNNK	M	02/24/20	7:25 AM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
32	WNNK	M	02/24/20	9:47 AM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
12	WNNK	M	02/24/20	10:14 AM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
13	WNNK	M	02/24/20	12:50 PM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
33	WNNK	Tu	02/25/20	7:15 AM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
18	WNNK	Tu	02/25/20	9:12 AM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
17	WNNK	Tu	02/25/20	11:17 AM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
15	WNNK	Tu	02/25/20	3:15 PM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
16	WNNK	Tu	02/25/20	3:47 PM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
21	WNNK	W	02/26/20	6:18 PM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
26	WNNK	Th	02/27/20	3:48 PM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
30	WNNK	F	02/28/20	7:53 AM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
27	WNNK	F	02/28/20	10:47 AM	M-F	6a-7p	:30	Digital Director WNNK	\$0.00	NM																														
2	02/20/20	03/01/20	M-Su	7:00 PM-12:00 XM	MTWTFSS	:30	21	\$0.00	NM																															
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Weeks:	<u>Start Date</u>	<u>End Date</u>	<u>MTWTFSS</u>	<u>Spots/Week</u>	<u>Rate</u>																																			
	02/24/20	03/01/20	MTWTFSS	21	\$0.00																																			
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type																														
19	WNNK	M	02/24/20	8:12 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WNNK	\$0.00	NM																														
8	WNNK	M	02/24/20	11:10 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WNNK	\$0.00	NM																														
9	WNNK	Tu	02/25/20	7:16 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WNNK	\$0.00	NM																														
17	WNNK	Tu	02/25/20	8:08 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WNNK	\$0.00	NM																														
10	WNNK	Tu	02/25/20	9:47 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WNNK	\$0.00	NM																														
11	WNNK	W	02/26/20	7:15 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WNNK	\$0.00	NM																														
12	WNNK	W	02/26/20	8:44 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WNNK	\$0.00	NM																														
18	WNNK	W	02/26/20	9:46 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WNNK	\$0.00	NM																														
14	WNNK	Th	02/27/20	9:11 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WNNK	\$0.00	NM																														

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.

# INVOICE

Send Payment To:



**WNNK-FM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Invoice #	AA2357972	Invoice Month	March 2020
Invoice Date	03/01/20	Invoice Period	02/24/20 - 03/01/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type	
2	02/20/20	03/01/20	M-Su	7:00 PM-12:00 XM	MTWTFSS	:30	21	\$0.00	NM	
<b>Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type</b>										
21	WNNK	Th	02/27/20	10:10 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WNNK	\$0.00	NM
13	WNNK	Th	02/27/20	11:08 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WNNK	\$0.00	NM
<b>Total Spots</b>							<b>25</b>			

**DUE NET 30: 1.5% Service Fee on Credit Cards**

Net Total **\$0.00**

Invoice Balance as of 03/12/21 4:43:25 PM ET **\$0.00**

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.

# INVOICE



**WQXA-FM**  
**2300 Vartan Way, Suite 130**  
**Harrisburg, PA 17110**  
**Main: (717) 238-1041**  
**Billing:**

Billing Address:

**Promos**  
**Attention: Accounts Payable**  
**3280 Peachtree Road NW**  
**Suite 2200**  
**Atlanta, GA 30305**

Send Payment To:

**WQXA-FM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Property	WQXA-FM		
Invoice #	AA2329499	Order #	390771
Invoice Date	02/23/20	Alt Order #	
Invoice Month	February 2020	Deal #	
Invoice Period	01/27/20 - 02/23/20	Flight Dates	02/20/20 - 03/01/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			
Account Executive	Corporate House		
Sales Office	Local-Harrisburg PA		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling	Do Not Print		
Agency Ref			
Advertiser Ref			
Product 1			
Product 2			

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/Week	Rate	Type
2	02/20/20	03/01/20	M-Su	7:00 PM-12:00 XM	MTWTFSS	:30	21	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 02/17/20 02/23/20 ---TFSS 12 \$0.00									
Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type 25 WQXA Su 02/23/20 9:50 PM M-Su 7:00 PM-12:00 XM :30 Digital Director WQXA \$0.00 NM									
3	02/20/20	03/01/20	Sa-Su	6a-7p	-----SS	:30	14	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 02/17/20 02/23/20 -----SS 14 \$0.00									
Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type 24 WQXA Su 02/23/20 6:46 AM Sa-Su 6a-7p :30 Digital Director WQXA \$0.00 NM 25 WQXA Su 02/23/20 7:47 AM Sa-Su 6a-7p :30 Digital Director WQXA \$0.00 NM 28 WQXA Su 02/23/20 8:20 AM Sa-Su 6a-7p :30 Digital Director WQXA \$0.00 NM 23 WQXA Su 02/23/20 3:48 PM Sa-Su 6a-7p :30 Digital Director WQXA \$0.00 NM 26 WQXA Su 02/23/20 4:50 PM Sa-Su 6a-7p :30 Digital Director WQXA \$0.00 NM 22 WQXA Su 02/23/20 6:49 PM Sa-Su 6a-7p :30 Digital Director WQXA \$0.00 NM									

Total Spots 7

**DUE NET 30: 1.5% Service Fee on Credit Cards**

Net Total \$0.00

Invoice Balance as of 03/18/21 4:40:39 PM ET \$0.00

Effective October 1, 2020, except where prohibited by law, we will impose a 1.5% administrative fee on all credit card payments. We do not apply an administrative fee to cash payments, including Cash in Advance payments. In addition, we do not apply an administrative fee to credit card payments processed prior to the advertising start date.

# INVOICE



**WQXA-FM**  
**2300 Vartan Way, Suite 130**  
**Harrisburg, PA 17110**  
**Main: (717) 238-1041**  
**Billing:**

Property	WQXA-FM		
Invoice #	AA2357973	Order #	390771
Invoice Date	03/01/20	Alt Order #	
Invoice Month	March 2020	Deal #	
Invoice Period	02/24/20 - 03/01/20	Flight Dates	02/20/20 - 03/01/20
Advertiser	Promos		
Product	Digital Director Position		
Estimate #			
Account Executive	Corporate House		
Sales Office	Local-Harrisburg PA		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling	Do Not Print		
Agency Ref			
Advertiser Ref			
Product 1			
Product 2			

Billing Address:

**Promos**  
**Attention: Accounts Payable**  
**3280 Peachtree Road NW**  
**Suite 2200**  
**Atlanta, GA 30305**

Send Payment To:

**WQXA-FM**  
**Cumulus Media-Harrisburg**  
**3607 Momentum Place**  
**Chicago, IL 60689-5336**

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type	
1	02/20/20	03/01/20	M-F	6a-7p	MTWTF--	:30	25	\$0.00	NM	
Weeks: <u>Start Date</u> 02/24/20 <u>End Date</u> 03/01/20 <u>MTWTFSS</u> MTWTF-- <u>Spots/Week</u> 25 <u>Rate</u> \$0.00										
<u>Spots: #</u>	<u>Ch</u>	<u>Day</u>	<u>Air Date</u>	<u>Air Time</u>	<u>Description</u>	<u>Start/End Time</u>	<u>Length</u>	<u>Ad-ID</u>	<u>Rate</u>	<u>Type</u>
19	WQXA	W	02/26/20	2:13 PM	M-F	6a-7p	:30	Digital Director WQXA	\$0.00	NM
26	WQXA	Th	02/27/20	1:18 PM	M-F	6a-7p	:30	Digital Director WQXA	\$0.00	NM
35	WQXA	F	02/28/20	7:29 AM	M-F	6a-7p	:30	Digital Director WQXA	\$0.00	NM
27	WQXA	F	02/28/20	3:18 PM	M-F	6a-7p	:30	Digital Director WQXA	\$0.00	NM
2	02/20/20	03/01/20	M-Su	7:00 PM-12:00 XM	MTWTFSS	:30	21	\$0.00	NM	
Weeks: <u>Start Date</u> 02/24/20 <u>End Date</u> 03/01/20 <u>MTWTFSS</u> MTWTFSS <u>Spots/Week</u> 21 <u>Rate</u> \$0.00										
<u>Spots: #</u>	<u>Ch</u>	<u>Day</u>	<u>Air Date</u>	<u>Air Time</u>	<u>Description</u>	<u>Start/End Time</u>	<u>Length</u>	<u>Ad-ID</u>	<u>Rate</u>	<u>Type</u>
7	WQXA	M	02/24/20	9:43 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WQXA	\$0.00	NM
19	WQXA	M	02/24/20	10:44 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WQXA	\$0.00	NM
8	WQXA	M	02/24/20	11:16 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WQXA	\$0.00	NM
12	WQXA	W	02/26/20	8:20 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WQXA	\$0.00	NM
18	WQXA	W	02/26/20	9:15 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WQXA	\$0.00	NM
11	WQXA	W	02/26/20	11:46 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WQXA	\$0.00	NM
13	WQXA	Th	02/27/20	9:43 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WQXA	\$0.00	NM
14	WQXA	Th	02/27/20	10:44 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WQXA	\$0.00	NM
21	WQXA	Th	02/27/20	11:47 PM	M-Su	7:00 PM-12:00 XM	:30	Digital Director WQXA	\$0.00	NM

**Total Spots 13**

**DUE NET 30: 1.5% Service Fee on Credit Cards**

Net Total **\$0.00**

Invoice Balance as of 03/12/21 4:43:33 PM ET **\$0.00**

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February 14, 2020

Skills of Central PA  
600 Linden Avenue  
Hanover, PA 17331

Dear Sir or Madam,

Cumulus Media in Harrisburg, PA has an immediate opening for a Full-Time Digital Director. Attached you will find, a job description. Because Cumulus Media is an equal opportunity employer, we encourage members of minority groups and women to apply for this position. We seek your help in referring qualified applicants to us.

If you know of qualified applicants who may be interested in applying for these positions, please have them apply online at [www.cumulusmedia.com/work-here/](http://www.cumulusmedia.com/work-here/).

Also, if you know of any other organization, which may be of assistance in our equal employment opportunity effort, it would be helpful if you would advise us as to its name and address.

Should you have any question regarding our recruitment, please feel free to contact me at 717-901-0725.

Sincerely yours,

*Stephanie Beinhaur*

Stephanie Beinhaur  
Assistant Business Manager

**File Copy**

Attachment;1



## Promotions Director

Promotions/Marketing (Harrisburg) Closed

### Details ▾

[Info \(a/requisitions/e08609ba-0606-38f1-1308-c37319e982f0/details?view=info\)](#)

[Job Boards \(a/requi](#)

#### History



Requisition updated.  
Jul 10, 2019 1:53 PM

Ron Giovanniello



Posting details updated.  
Jun 15, 2019 1:19 PM



Requisition updated.  
Jun 15, 2019 1:19 PM

Ron Giovanniello



Requisition created.  
Jun 15, 2019 1:19 PM

Ron Giovanniello



ClearCompany

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## Promotions Director

Promotions/Marketing (Harrisburg) Closed

### Details ▾

#### EDIT DETAILS

[Info \(a/requisitions/e08609ba-0606-38f1-1308-c37319e982f0/details?view=info\)](#)

[Job Boards \(a/requi](#)

**Cumulus Harrisburg PA** is looking for an experienced Promotions Director to lead and manage the promotions effort for a competitive, award-winning group of stations. Responsibilities include coordinating and implementing on-air and on-site promotions, and developing events in order to promote the stations' image and presence in the community. This position requires a high degree of organizational skills, attention to detail, time management and a personal disposition that works well with creative co-workers in both programming and sales.

Our local stations in the Harrisburg, PA area include WINK 104 (WNNK-FM) Harrisburg Best Music, 105.7 THE X (WQXA-FM) Rocks, HOT 106.7 (WWKL-FM) Today's HOTTEST Hits, 93.5 NASH FM (WZCY-FM) Today's Hit Country and CBS SPORTS RADIO 96.5-95.3-1400 (WHGB-AM) Harrisburg's Sports Station and home to Penn State Sports, NFL and Harrisburg Senators Baseball.

#### GENERAL RESPONSIBILITIES:

- Create and execute promotional events and contests within departmental budget
- Coordinate the stations' involvement in Cumulus National promotions
- Negotiate and purchase collateral and other promotional items
- Develop strategic relationships with entertainment and event venues to benefit the stations
- Work with local charities to the mutual benefit of the community, the charity and the stations
- Recruit, train and supervise the Part-Time Promotions Team
- Coordinate and draft sales and station promotions from conception to facilitation
- Contests, giveaways and on-site events and appearances including paid client events and charity endeavors

#### REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

- Knowledge of all applicable FCC rules and regulations
- Understanding of stations' programming strategies
- Social Media expertise
- Computer literacy in Adobe Photoshop Suite, Microsoft Office and vPromotions
- Excellent verbal and written communication skills
- Experience utilizing Social Media in a business environment
- Graphic design skills, video editing experience is a plus
- Problem-solving ability and skill in prioritizing projects
- Ability to interact with management, staff at all levels, listeners, and station advertisers.

- Ability to multi-task and handle pressures and deadlines
- Must possess valid state driver's license

**CUMULUS OFFERS:**

- Competitive Pay
- Focused, Responsible, Collaborative and Empowered Work Environment and Culture
- Medical, Dental & Vision Insurance Coverage
- Health Savings Account (HSA) with Company Match
- Paid Vacation & Holidays
- 401k with Company Match
- Professional Growth and Career Advancement Opportunities

**For immediate consideration, please complete the application process at:**

<https://www.cumulusmedia.com/work-here/> (<https://www.cumulusmedia.com/work-here/>)

**ABOUT CUMULUS:**

A leader in the radio broadcasting industry, CUMULUS MEDIA (NASDAQ: CMLS) combines high-quality local programming with iconic, nationally syndicated media, sports and entertainment brands to deliver premium content choices to the more than 250 million people reached each month through its 428 owned-and-operated stations broadcasting in 87 U.S. media markets (including eight of the top 10), approximately 8,000 broadcast radio stations affiliated with its Westwood One network and numerous digital channels. Together, the Cumulus Radio Station Group and Westwood One platforms make CUMULUS MEDIA one of the few media companies that can provide advertisers with national reach and local impact. The Cumulus Radio Station Group and Westwood One are the exclusive radio broadcast partners to some of the largest brands in sports, entertainment, news, and talk, including the NFL, the NCAA, the Masters, the Olympics, the GRAMMYS, the Academy of Country Music Awards, the Billboard Music Awards, and more. Additionally, it is the nation's leading provider of country music and lifestyle content through its NASH brand, which serves country fans nationwide through radio programming, exclusive digital content, and live events.

**Cumulus is an Equal Opportunity Employer.**

**Administrative Info**

Salary Range  
Not Specified

Number of openings: 1

Desired Start Date  
Not Specified

Office  
Harrisburg  
Department  
Promotions/Marketing

## Promotions Director

Promotions/Marketing (Harrisburg) Closed ▾

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[Info \(a/requisitions/e08609ba-0606-38f1-1308-c37319e982f0/details?view=info\)](#)

[Job Boards \(a/requi](#)

#### Free/Standard Job Boards

JOB BOARD	STATUS
Internal Job Board	Posted
Public Job Board	Posted

#### Automatic Feeds

Feeds that are enabled for your organization will run when a job is posted to the public company board.





### Paid Sponsorships

JOB BOARD

STATUS

POSTING DATE

### Custom Sites

This requisition does not currently have any custom source tracking links enabled.

### Vendors with Access

This requisition does not currently have any custom source tracking links enabled.

# Stephanie Beinhaur

**From:** Ron Giovanniello  
**Sent:** Monday, June 17, 2019 2:02 PM  
**To:** Stephanie Beinhaur  
**Subject:** LinkedIn.com Promotions Director Job Posting

AMP CRM x LinkedIn x +

https://www.linkedin.com/feed/

Apps Westwood One Sig... WorkPlace Be A LEADer Clear Company Cumulus/WWO Pro... Vonag

in Search Home My Network

Pennsylvania Allentown-Erie-Harrisburg-York-Lancaster-Reading-Wilkes-Barre-Scranton PA

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# branding

Windows taskbar: Search, File Explorer, Chrome, Edge, Word, Outlook, Mail, Task View

**Ron Giovanniello**  
Regional Vice President



June 17, 2019

Adams County WIOA Adult and Dislocated Worker, EARN and Youth Programs  
150 V-Twin Drive  
Gettysburg, PA 17325

Dear Sir or Madam,

Cumulus Media in Harrisburg, PA has an immediate opening for a Full-Time Promotions Director. Attached you will find a detailed job description. Because Cumulus Media is an equal opportunity employer, we encourage members of minority groups and women to apply for this position. We seek your help in referring qualified applicants to us.

If you know of qualified applicants who may be interested in applying for these positions, please have them apply online at [www.cumulusmedia.com/work-here/](http://www.cumulusmedia.com/work-here/). Also, if you know of any other organization, which may be of assistance in our equal employment opportunity effort, it would be helpful if you would advise us as to its name and address.

Should you have any question regarding our recruitment, please feel free to contact me at 717-901-0725.

Sincerely yours,

*Stephanie Beinhaur*

Stephanie Beinhaur  
Assistant Business Manager

**File Copy**

Attachment;1

