

**WRIE(AM), WQHZ(FM), WXKC(FM), and WXTA(FM)
EEO PUBLIC FILE REPORT
April 1, 2017 – March 31, 2018**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-12, 15, 17, 19-24	17
Account Executive	1-12, 15, 17, 19-24	17
Sales Assistant	1-12, 15, 17, 19-24	17

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	University of Pitt at Bradford Contact: Becky Geibel 300Campus Drive Bradford, PA bgeibel@bradfordpittsburgh.edu 412.391.6373	No	0
2	Booker T. Washington Center Contact: Tina 1720 Holland Street Erie, PA Tmg914@gmail.com 814.453.5744	No	0
3	Edinboro University Contact: Philomena Gill (All University Students) 106 McNerney Hall Edinboro, PA pgill@edinboro.edu 814.732.2781	No	0
4	Employment Opp Center Contact: Cassie Pilarski 1358 East 12 th Street Erie PA Cpilarski@barberinstitute.org 814.455.5961	No	0
5	Gannon University Contact: Janet Armbruster (All University Students) 109 University Square Erie, PA cdes@gannon.edu / Post to www.collegecnetral.com/gannon/employer.cfm 814.871.7220	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	International Institute Contact: Nan Chuwan 517 East 26 th Street Erie, PA nchuwan@uscree-erie.org 814.452.3935	No	0
7	Martin Luther King Center Contact: Fran Lee 312 Chestnut Street Erie, PA bmlkcenter@aol.com 814.459.2761	No	0
8	Mercyhurst College Contact: Frank Rizzone 501 East 38 th Street Erie, PA frizzone@mercyhurst.edu 814.824.2426	No	0
9	Office of Vocational Rehabilitation Contact: Tom Wellington 3200 Lovell Place Erie, PA thwellingt@pa.gov 814.8714551	No	0
10	Pennsylvania Career Link Contact: Stephen Curico 115 West Eighth Street Erie, PA www.cwds.state.pa.us 814.872.4297	No	0
11	Penn State at Erie Contact: Carol Capan 4701 College Drive Erie, PA recruitbehrend@psu.edu 814.898.6164	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Tri-State Business Contact: Wendy Fugate 5757 West 26 th Street Erie, PA Wfugate@tsbi.edu 814.838.7673	No	0
13	Gannon Center for Communications and Arts Contact: Chet LaPrice (Comm Majors Only) 109 University Square Erie, PA 16541	No	0
14	Edinboro University Department of Communications Contact: Ronald K Raymond (Comm Majors Only) 102 Compton Hall 210 East Normal Street Edinboro. PA 16444	No	0
15	Station Website Postings (all SEU stations)	No	7
16	All Access Website allaccess.com	No	0
17	Word-of-Mouth Referral	No	3
18	Society of Broadcast Engineers Website http://www.sbe.org/jl_submit.php	No	0
19	Distribution to all Cumulus Markets BM@Cumulus.com	No	0
20	Posted on TDGA.org (Traffic Directors Guild of America)	No	0
21	Indeed (www.indeed.com)	No	
22	Simply Hired (www.simplyhired.com)	No	0
23	Zip Recruiter	No	0
24	Monster.com	No	0
25	Facebook (www.facebook.com)	No	0
23	Glass Door (www.glassdoor.com)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Link Up (www.linkup.com)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On April 6, 2017, our SEU participated in a job fair sponsored by Mercyhurst College. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and accepted resumes from interested candidates. SEU participants included our Promotions Director and Sales Manager.
2	Host a Job Fair	On September 12 th , 2017 our SEU sponsored a job fair at the Millcreek Mall in Erie. Cumulus Media as well as other local Erie companies spoke with attendees about career opportunities within the company. The Promotions director, Sales Manager, Sales team and General Manager were all on hand to represent Cumulus Media and talk to candidates interested in broadcasting and accepted resumes for job openings.
3	Participate in Job Fair	On September 25 th , 2017, our SEU participated in a job fair sponsored by Erie Times News at the Bayfront Convention Center. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and accepted resumes from interested candidates. SEU participants included our Operations Manager, Program Director and Sales Manager.
4	Establishment of Mentoring Program for station personnel	One of our SEU's part time promotions assistants is being mentored in this program. The promotions assistant has been meeting weekly/bi-weekly with the Operations Manager to train and review skills necessary to advance to a full time position in the future. Training includes learning skills with software systems designed to program music and sports on radio stations.

		Additional training includes the learning of software to review on air commercial logs and participate in air check sessions.
5	Internship Program	During the Summer of 2017 Cumulus Radio Corp. of Erie hosted two students. These interns received hands-on training in the Promotions Department which involved shadowing Promotions Director, Promotions Staff and On-Air Staff. The interns assisted with event and live remote set up, executions of events and tear down of these events. The interns also received some on-air experience during our summer events when they executed some “live” on-air call-ins as part of Cumulus’ street team. In addition to the promotions internship, one of the interns also job shadowed with one of the Program directors and learned about production as he helped voice/edit & produce radio commercials and imaging. The interns were supervised by the Promotions Director.
6	Host a Job Fair	On March 27 th , 2018 our SEU sponsored a job fair at the Millcreek Mall in Erie. Cumulus Media as well as other local Erie companies spoke with attendees about career opportunities within the company. The Promotions director, Sales Manager, Sales team and General Manager we all on hand to represent Cumulus Media and talk to candidates interested in broadcasting and accepted resumes for job openings.