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September 19, 2021

Ms. Elizabeth E. Goldin  
Assistant Chief, Investigations & Hearings Division  
Enforcement Bureau  
Federal Communications Commission  
45 L Street, NE  
Washington, DC 20554

Re: **Response to Broadcast EEO Audit Letter**  
Radio License Holding CBC, LLC  
Station WBHT(FM), Mountain Top, Pennsylvania  
Facility Identifier Number 20465

Dear Ms. Goldin:

Radio License Holding CBC, LLC (“RLH-CBC”), licensee of radio station WBHT(FM), Mountain Top, Pennsylvania, hereby submits its Response to your letter of August 6, 2021 (“EEO Audit Letter”) concerning the Station’s compliance with the Commission’s Equal Employment Opportunity Rule, 47 C.F.R. § 73.2080. Station WBHT is part of a station employment unit (“SEU”) based in Wilkes-Barre, Pennsylvania, that includes stations WARM(AM), Scranton, Pennsylvania, WBSX(FM), Hazleton, Pennsylvania, WSJR(FM), Dallas, Pennsylvania, WBHD(FM) Olyphant, Pennsylvania, and WMGS(FM), Wilkes-Barre, Pennsylvania. For this reason, the RLH-CBC Response to the EEO Audit Letter involves the entire Wilkes-Barre SEU.

To comply with the procedures presented in Item 4(a) of the aforementioned EEO Audit Letter, RLH-CBC is uploading its Response into the online public inspection file of each station in this SEU.

If there are any questions about this submission, please contact undersigned counsel to Radio License Holding CBC, LLC.

Sincerely,

  
Mark Lipp

Attachment

## 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 (“RLH-CBC”), licensee of radio station WBHT(FM), Mountain Top, Pennsylvania (Facility ID 20465), which is part of a station employment unit based in Wilkes-Barre, Pennsylvania, and which includes stations WARM(AM), Scranton, Pennsylvania (Facility ID 70504), WBSX(FM), Hazleton, Pennsylvania (Facility ID 133), WSJR(FM), Dallas, Pennsylvania (Facility ID 43969), WBHD(FM) Olyphant, Pennsylvania (Facility ID 43521), and WMGS(FM), Wilkes-Barre, Pennsylvania (Facility ID 70880) (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 August 6, 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: WBHT(FM), [www.97bht.com](http://www.97bht.com); WARM(AM), [www.Sportsradio590AM.com](http://www.Sportsradio590AM.com); WBSX(FM), [www.979x.com](http://www.979x.com); WSJR(FM), [www.NASHFM937.com](http://www.NASHFM937.com); and, WMGS(FM), [www.Magic93FM.com](http://www.Magic93FM.com). WBHD(FM) simulcasts the programming aired on Station WBHT(FM) and shares its website.

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 Vacancy Data Forms included in Attachment B 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 fourteen (14) 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 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") is responsible for implementing the SEU's EEO program, and maintains the SEU's Master Recruitment Source List, which includes a discriminating combination of recruitment sources. The BM ensures 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 email and U. S. mail.

This SEU surpassed the number of supplemental recruitment initiative points the FCC requires during this challenging two-year period, despite the pandemic. Its EEO Public File Reports aptly describe a variety of activities that it either participated in or hosted. Of note are the four virtual job fairs that it organized and hosted for its Stations as well as for local businesses. Management also took time to participate in several presentations that reviewed FCC EEO rules.

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 MM and BM meet annually to assess the effectiveness of the SEU's EEO program. During these meetings they examine and update the list of recruitment sources, having taken note of the sources that sent applicants their way throughout the year. They also consider ideas for new and different outreach initiatives to better inform the Wilkes-Barre community about career opportunities in broadcasting, and discuss any EEO issues that deserve 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 MM, 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 MM, Chris Kenney, who works in conjunction with in-house counsel at Cumulus headquarters and, when applicable, outside employment and labor counsel.

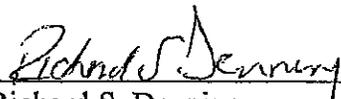
In response to 2(b)(ix) of the Audit Letter, Radio License Holding CBC, LLC, is not a religious broadcaster.

[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 17<sup>th</sup> day of September, 2021.

  
Richard S. Denning

## **Attachment A**

**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM),  
WBHT(FM) and WBHD(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>
Account Executive	1-10, 12-25	3
Account Executive	1-10, 12-25	18

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

**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM),  
WBHT(FM) and WBHD(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2019 – March 31, 2020**

**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>On-Air Announcements</b> <i>(all SEU stations)</i>	No	0
2	<b>Station Website Postings</b> <i>(all SEU stations)</i> www.magic93fm.com/www.warm590.com/www.jr937.us /www.97bht.com/www.979x.com	No	0
3	<b>Word-of- Mouth Referral</b>	No	1
4	<b>Job Center</b> Human Resources 32 East Union Street Wilkes-Barre, PA 18701 570-826-2401	No	0
5	<b>Employment Opportunity &amp; Training Center</b> Contact: Roy McLewee 135 Franklin Avenue Scranton, PA 18501 570-963-4671	No	0
6	<b>Career Tech Center</b> Career Planning 3201 Rockwell Avenue Scranton, PA 18508-1475 570-346-4264	No	0
7	<b>N.A.A.C.P.</b> Human Resources 205 Park Avenue Wilkes-Barre, PA 18702	No	0
8	<b>University of Scranton</b> Contact: Paul Perchach 800 Linden Street Scranton, PA 18510 570-941-7400/570-941-7400	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	<b>Wilkes University</b> Career Services P. O. Box 111 Wilkes-Barre, PA 18766 570-408-4060	No	0
10	<b>Indeed Website</b> ( <i>www.indeed.com</i> )	No	7
11	<b>All Access Website</b> ( <i>www.allaccess.com</i> )	No	0
12	<b>Monster Website</b> ( <i>www.monster.com</i> )	No	0
13	<b>Bloomsburg University</b> Career Development Placement Bloomsburg, PA 17815 570-389-2079	No	0
14	<b>College Misericordia</b> Career Development 301 Lake Street Dallas, PA 18612 570-674-6400	No	0
15	<b>Keystone College</b> Career Action Center One College Green La Plume, PA 18440 570-945-6755	No	0
16	<b>King's College</b> Career Planning 133 North River Street Wilkes Barre, PA 18711 570-826-5900	No	0
17	<b>Catholic Social Services</b> Career Planning 33 East Northampton Street Wilkes Barre, PA 18701 570-822-7118	No	0
18	<b>Cumulus Careers Website</b> <i>www.cumulusmedia.jobs.net</i>	No	4
19	<b>Times Leader Classified Ads</b> Contact: Linda Byrnes, <i>lbyrnes@timesleader.com</i>	No	0
20	<b>LinkedIn</b> ( <i>www.linkedin.com</i> )	No	0
21	<b>ZipRecruiter</b> ( <i>www.ziprecruiter.com</i> )	No	0
22	<b>Glassdoor</b> ( <i>www.glassdoor.com</i> )	No	1
23	<b>LinkUp</b> ( <i>www.linkup.com</i> )	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Facebook page ( <i>all SEU stations</i> )	No	0
25	SEU Job Fairs ( <i>see Section III</i> )	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			13

**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM),  
WBHT(FM) and WBHD(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>	Internship Program	<p>Our internship program provides student interns with a comprehensive look at the radio business through hands-on experience. Our Program gives each intern a chance to interface with key managers and employees to gain an understanding of our internal operations and how all departments come together to create our product and services.</p> <p>Between June 3, 2019 and July 31, 2019, our SEU hosted one intern from Luzerne County Community College, who was supervised by our Program Director. This student received exposure to and training in all departments—Programming, Promotions, Sales, and Business</p>
<b>2</b>	Host Job Fair	<p>An Online Job Fair is a virtual version of a traditional job fair that allows employers and job seekers to meet and discuss career opportunities digitally. Our SEU hosted such an event after securing the website, soliciting local employers, and organizing all logistical aspects of a thirty-five day event, from September 16, 2019 through October 20, 2019. Seven employer recruiters, including Cumulus participated in the Fair, which was promoted on all SEU stations.</p>
<b>3</b>	Host Job Fair	<p>An Online Job Fair is a virtual version of a traditional job fair that allows employers and job seekers to meet and discuss career opportunities digitally. Our SEU hosted such an event after securing the website, soliciting local employers, and organizing all logistical aspects of a thirty-five day event, from March 23, 2020 through April 26, 2020. Five employer recruiters, including Cumulus participated in the Fair, which was promoted on all SEU stations.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Sponsor Event in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	Our SEU hosted a job-shadowing student from Dallas School District, Dallas, Pennsylvania on March 11, 2020. One of our On-Air Personalities introduced the student to every department in order to provide her with an overall view of what it is like to work at a cluster of radio stations, during which the student was encouraged to ask questions of our staff. She especially enjoyed learning about the creation and editing of on-air commercials and was able to share her real-world experience with her fellow students at her school.
5	Employee Training Program	During this reporting period, our Sales department received weekly training about a variety of topics to better prepare them for advancement within the company. Training was conducted by our Local Sales, Digital Sales, and Market Managers as well as various trainers through our corporate sales and outside program sales teams. Each week is a version of EPiC, Base Buy & Why, Demand for Your Brand, Google Certification, NTR Events, WideOrbit or Digital with Affinity X or the SEU Digital Sales Manager. All of the SEU's account executives are now Range Masters with Simpli.fi.
6	Participate in Job Fair	On May 2, 2019, our SEU participated in the Centerpoint Career Fair. This event took place at Mericle Commercial Real Estate Services, Wilkes Barre, PA. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU. SEU participants included our Sales Manager and an Account Executive.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, this 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.

**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM),  
WBHT(FM) and WBHD(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2020 – March 31, 2021<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>
Chief Engineer	4-10, 13-18, 20-31	10

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

**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM),  
WBHT(FM) and WBHD(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>On-Air Announcements</b> <i>(all SEU stations)</i>	No	0
2	<b>Station Website Postings</b> <i>(all SEU stations)</i> www.magic93fm.com/www.warm590.com/www.jr937.us /www.97bht.com/www.979x.com	No	0
3	<b>Word-of- Mouth Referral</b>	No	0
4	<b>Job Center</b> Human Resources 32 East Union Street Wilkes-Barre, PA 18701 570-826-2401	No	0
5	<b>Employment Opportunity &amp; Training Center</b> Contact: Roy McLewee 135 Franklin Avenue Scranton, PA 18501 570-963-4671	No	0
6	<b>Career Tech Center</b> Career Planning 3201 Rockwell Avenue Scranton, PA 18508-1475 570-346-4264	No	0
7	<b>N.A.A.C.P.</b> Human Resources 205 Park Avenue Wilkes-Barre, PA 18702	No	0
8	<b>University of Scranton</b> Contact: Paul Perchach 800 Linden Street Scranton, PA 18510 570-941-7400/570-941-7400	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	<b>Wilkes University</b> Career Services P. O. Box 111 Wilkes-Barre, PA 18766 570-408-4060	No	0
10	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) www.indeed.com	No	5
11	<b>All Access Website</b> www.allaccess.com	No	0
12	<i>Interntionally Omitted</i>	--	--
13	<b>Bloomsburg University</b> Career Development Placement Bloomsburg, PA 17815 570-389-2079	No	0
14	<b>College Misericordia</b> Career Development 301 Lake Street Dallas, PA 18612 570-674-6400	No	0
15	<b>Keystone College</b> Career Action Center One College Green La Plume, PA 18440 570-945-6755	No	0
16	<b>King's College</b> Career Planning 133 North River Street Wilkes Barre, PA 18711 570-826-5900	No	0
17	<b>Catholic Social Services</b> Career Planning 33 East Northampton Street Wilkes Barre, PA 18701 570-822-7118	No	0
18	<b>Cumulus Careers Website</b> www.cumulusmedia.jobs.net	No	0
19	<i>Intentionally Omitted</i>	--	--
20	<b>LinkedIn</b> www.linkedin.com	No	0
21	<b>Glassdoor</b> (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
22	Society of Broadcast Engineers	No	0
23	Adzuna (www.adzuna.com)	No	0
24	Job Is Job (www.jobisjob.com)	No	0
25	The Job Spider (www.jobspider.com)	No	0
26	My Job Helper (www.myjobhelper.com)	No	0
27	Oodle (www.oodle.com)	No	0
28	Trovit (www.trovit.com)	No	0
29	SEU Job Fairs ( <i>see Section III</i> )	No	0
30	Cumulus Business Managers BM @cumulus.com	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>5</b>

**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM),  
WBHT(FM) and WBHD(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>	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.
<b>2</b>	Host Job Fair	An Online Job Fair is a virtual version of a traditional job fair that allows employers and job seekers to meet and discuss career opportunities digitally. Our SEU hosted such an event after securing the website, soliciting local employers, and organizing all logistical aspects of the event, from August 1, 2020 through December 10, 2020. Six recruiters, including Cumulus participated in the Fair, which was promoted on all SEU stations.
<b>3</b>	Host Job Fair	An Online Job Fair is a virtual version of a traditional job fair that allows employers and job seekers to meet and discuss career opportunities digitally. Our SEU hosted such an event after securing the website, soliciting local employers, and organizing all logistical aspects of the event, from March 7, 2021 through March 28, 2021. Seven employer recruiters, including Cumulus participated in the Fair, which was promoted on all SEU stations.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program sponsored by a community organization related to careers in broadcasting	Our SEU participated in a live “Zoom” class with the Northwest School District, Shickshinny, Pennsylvania on April 2, 2020. One of our On-Air Personalities discussed radio from an on-air perspective and provided an overall view of what it is like to work at a cluster of radio stations, while working remotely. Afterwards, the students participated in a question-and-answer session.
5	Participate in Job Fair	On March 24, 2021, our SEU participated in the Times Leader career expo for Northeastern Pennsylvania. This event took place virtually at the Times Leader’s online platform, designed to match interviewers with qualified candidates. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU. SEU participants included our Market Manager and Sales Manager.
6	Training Program	During this SEU’s reporting period, the sales department was provided with weekly training on a variety of topics to better prepare them for advancement within the company. Training is conducted by our General Sales Manager, Digital sales Manager, Market Manager and various trainers through our corporate sales and outside program sales teams. Each week a version of EPiC, Base Buy & Why, Demand for Your Brand, Google Certification, Wide Orbit and Digital by Bridge People Based Marketing training occurred. Each of the SEU AEs are now Range Masters with Simpli fi.
7	Training Program	During this reporting period, members of our Sales Staff received weekly training conducted by the Radio Advertising Bureau trainers in conjunction with various corporate trainers to prepare them for advancement within the company. Each week, instruction included but was not limited to understanding, utilization and comprehension of Client Relationship Management (CRM) tools, Microsoft Outlook, Excel, Outbound Digital Marketing, Radio Marketing Professional certification among others. Sales employees are now certified RMPs.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
8	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On March 24, 2021, our Market and Business Managers participated in a presentation conducted by a representative from the Washington DC law firm Wilkinson Barker Knauer, entitled, "Staying on Top of Your Broadcast FCC EEO Obligations." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

## **Attachment B**

**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM), WBHT(FM) and WBHD(FM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Account Executive #1	<b>Date Filled:</b> 07/16/2019
<b>Recruitment Source ("RS") Referring Hire:</b> Word-of-Mouth Referral (RS # 3)  (This hire learned about the job via word-of-mouth but used the Cumulus careers website to apply for the position. It was a word-of-mouth referral).	<b>Total Number of Interviewees:</b> 13

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>On-Air Announcements</b> (all SEU stations)	No	0
2.	<b>Station Website Postings</b> (all SEU stations) www.magic93fm.com/www.warm590.com/www.jr937.us/www.97bht.com/www.979x.com	No	0
3.	<b>Word-of- Mouth Referral</b>	No	1
4.	<b>Job Center</b> Human Resources 32 East Union Street Wilkes-Barre, PA 18701 570-826-2401	No	0
5.	<b>Employment Opportunity &amp; Training Center</b> Contact: Roy McLewee 135 Franklin Avenue Scranton, PA 18501 570-963-4671	No	0
6.	<b>Career Tech Center</b> Career Planning 3201 Rockwell Avenue Scranton, PA 18508-1475 570-346-4264	No	0
7.	<b>N.A.A.C.P.</b> Human Resources 205 Park Avenue Wilkes-Barre, PA 18702	No	0
8.	<b>University of Scranton</b> Contact: Paul Perchach 800 Linden Street Scranton, PA 18510 570-941-7400/570-941-7400	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
9.	<b>Wilkes University</b> Career Services P. O. Box 111 Wilkes-Barre, PA 18766 570-408-4060	No	0
10.	<b>Indeed Website</b> www.indeed.com	No	7
12.	<b>Monster Website</b> www.monster.com	No	0
13.	<b>Bloomsburg University</b> Career Development Placement Bloomsburg, PA 17815 570-389-2079	No	0
14.	<b>College Misericordia</b> Career Development 301 Lake Street Dallas, PA 18612 570-674-6400	No	0
15.	<b>Keystone College</b> Career Action Center One College Green La Plume, PA 18440 570-945-6755	No	0
16.	<b>King's College</b> Career Planning 133 North River Street Wilkes Barre, PA 18711 570-826-5900	No	0
17.	<b>Catholic Social Services</b> Career Planning 33 East Northampton Street Wilkes Barre, PA 18701 570-822-7118	No	0
18.	<b>Cumulus Careers Website</b> www.cumulusmedia.jobs.com	No	4
19.	<b>Times Leader Classified Ads</b> Contact: Linda Byrnes, lbyrnes@timesleader.com	No	0
20.	<b>LinkedIn</b> www.linkedin.com	No	0
21.	<b>ZipRecruiter</b> www.ziprecruiter.com	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
22.	<b>Glassdoor</b> www.glassdoor.com	No	1
23.	<b>LinkUp</b> www.linkup.com	No	0
24.	<b>Facebook page</b> (all SEU stations)	No	0
25.	<b>SEU Job Fairs</b> (see Section III)	No	0
<b>Total Interviewees</b>			13

Account Executive

Department: Administrative Office: Wilkes-Barre Open

Details ▾

Recruiter  
 Marissa Bouchillon

---

Hiring Manager  
 Chris Kenney

---

Status  
 Open

SAVE CHANGES

Free/Standard Job Boards

JOB BOARD	RS Number	STATUS
Internal Job Board	18	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.


 RS Number  
 10

RS Number

22

# glassdoor

23

## LinkUp

21

## ZipRecruiter

12

## MONSTER

24

## facebook



### Paid Sponsorships

It looks like you haven't sponsored a posting for this requisition yet. Sponsoring this job will put your opportunity in front of qualified candidates on top job boards at a discount of up to 40%.

### Custom Sites

SITES

College Recruitment

Copy Link

Corporate- Recruit	<a href="#">Copy Link</a>
Corporate- Referral	<a href="#">Copy Link</a>
Corporate Website	<a href="#">Copy Link</a>
Direct Recruit	<a href="#">Copy Link</a>
External Referral	<a href="#">Copy Link</a>
Indeed- Direct Recruit	<a href="#">Copy Link</a>
Internal Career-Site	<a href="#">Copy Link</a>
Internal Referral	<a href="#">Copy Link</a>
LinkedIn- Direct Recruit	<a href="#">Copy Link</a>
<a href="#">Show All</a>	

### Job Description

**CUMULUS MEDIA – Wilkes-Barre** is seeking a talented and dynamic **Account Executive** who thrives in a fast-paced working environment. We are looking for a passionate, motivated, goal-oriented and highly competitive individual with a proven track record of over-achieving sales goals. We hire driven, resourceful, organized, customer-focused problem solvers who have great communication skills and the ability to cultivate client relationships. In return, we offer a unique career opportunity: one where you are given a challenging mission, world-class tools to help you succeed, and the chance to realize your full potential as a sale's professional.

Our local stations in the area include: MAGIC 93 (WMGS-FM) featuring Frankie in the Morning and one of the top-rated stations in the market; 97.9X (WBSX-FM) the only 50,000 watt rock station in the market, and home to Free Beer and Hot Wings; 97.1/95.7 BHT, playing today's hottest music; NASH 93.7 (WSJR-FM) a nationally recognized country brand; CBS SPORTS RADIO 590 (WARM-AM) featuring exclusive coverage of the NFL, NCAA, and all things sports.

The Account Executive identifies and develops new business opportunities; grows existing client relationships; offers radio and digital solutions that help clients achieve their business goals; closes business and meets or exceeds set sales targets.

**Responsibilities:**

- Able to identify client business needs by gaining a deep understanding of their goals, objectives and processes as well as their external environment including key market and consumer trends to proactively develop customized advertising solutions to meet client objectives
- Delivers effective sales presentations; negotiation and closing
- Excel at prospecting and aggressively seeking new clientele by networking, cold calling, canvassing, referrals or other means to build and maintain a full pipeline of sales prospects
- Have strong listening and presentation skills and the ability to quickly build lucrative client relationships
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis
- Stay abreast of the competitive landscape and emerging technologies to best position Cumulus in the marketplace
- Think creatively and generate original ideas
- Possess rare people skills which allow you to get out in front of problems and proactively provide solutions in order to deliver exceptional client service

**Qualifications:**

- Proficient in Microsoft Office suite, social networking platforms and CRM tools
- Excellent communication skills complemented by diplomacy
- Experience developing new business relationships in an outside sales role
- Strong understanding of lead generation and ability to connect with viable prospects
- Comprehension of sales metrics in order to fill a sales funnel and robust pipeline of residual business
- Positive attitude with the willingness to get beyond comfort zone to grow professionally
- Undeterred by the daily obstacles and challenges facing outside B to B sales
- High energy and passion for the job
- Flexible and creative
- Digitally savvy
- Media Sales background preferred
- Bachelor's Degree in Business, Marketing or related field is preferred

**What we offer:**

- Competitive pay
- Professional growth and career path
- Focused, responsible and collaborative work environment with the ability, to ask "what if" and try innovative solutions
- Recognition and reward for outstanding performance
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Vacation & Holidays to enjoy the fruits of your labor

For immediate consideration, please visit [www.cumulus.com/work-here/](http://www.cumulus.com/work-here/)  
(<http://www.cumulus.com/work-here/>)

For more information about Cumulus Media, Inc., visit our website  
at: <https://www.cumulus.com> (<https://www.cumulus.com/>)

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

### Apply Process

Candidates will apply online using the Cumulus Media Application process, with the following sections:

Contact Information	On
Experience	On
Education	On
Additional Information	On
Application Form Waiver	On
References	On
Military	On
Resume	On
Applicant Questionnaire	On

### Budget & Administrative

Salary Range  
Not Specified

Budget  
Not Set

Replacing  
N/A

Number of Openings



## ACCOUNT EXECUTIVE

### JOB DESCRIPTION

CUMULUS MEDIA | Wilkes Barre is seeking a talented and dynamic Account Executive who thrives in a fast-paced working environment. We are looking for a passionate, motivated, goal-oriented and highly competitive individual with a proven track record of over-achieving sales goals. We hire driven, resourceful, organized, customer-focused problem solvers who have great communication skills and the ability to cultivate client relationships. In return, we offer a unique career opportunity: one where you are given a challenging mission, world-class tools to help you succeed, and the chance to realize your full potential as a sales professional.

The Account Executive identifies and develops new business opportunities; grows existing client relationships; offers solutions that help clients achieve their business goals; closes business and meets or exceeds set sales targets.

#### Key RESPONSIBILITIES:

- Able to identify client business needs by gaining a deep understanding of their goals, objectives and processes as well as their external environment including key market and consumer trends to proactively develop customized advertising solutions to meet client objectives
- Deliver effective multi-platform, integrated sales presentations (broadcast, digital, events); negotiation and closing
- Beyond our broadcast products, have strong familiarity and become full-versed in selling both Cumulus station digital assets (e.g. streaming, stations website and social advertising) and digital audience extension products to deliver a complete marketing solution to advertisers
- Excel at prospecting and aggressively seeking new clientele by networking, cold calling, canvassing, referrals or other means to build and maintain a full pipeline of sales prospects
- Follow all station and corporate procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis
- Stay abreast of the competitive landscape and emerging technologies to best position Cumulus in the marketplace
- Think creatively and generate original ideas

#### WHAT WE OFFER:

- Commission-based organization with uncapped earning potential
- Focused, responsible and collaborative work environment with the ability to ask "what if?" and try innovative solutions
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Paid Vacation & Holidays

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

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

For immediate consideration or contact Andy Zapotek  
570-208-1392 or [Andy.Zapotek@cumulus.com](mailto:Andy.Zapotek@cumulus.com)

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









**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM), WBHT(FM) and WBHD(FM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Account Executive #2	<b>Date Filled:</b> 02/17/2020
<b>Recruitment Source ("RS") Referring Hiree:</b> Cumulus Careers Website (RS # 18)	<b>Total Number of Interviewees:</b> 13

This Account Executive position was filled from the same pool of applicants as the Account Executive position filled July 16, 2019.



CUMULUS HOUSE-  
LG / CUMULUS MEDIA SALES  
Sales:  
Chris Kenney

Words: 101, Chars: 593  
Len: 30.0 (Est. Len.: 32.1)  
Cart: 16854  
Due: 01-20-20  
Run: 01-21-20 — 03-15-20

WARM, WBHT/WBHD, WMGS, WSJR, WBSX

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## Script

Cumulus Media Wilkes-Barre (WILL-ks BARE-ee) is expanding our radio and digital sales team! The person we hire will be using our radio and digital products to create successful marketing campaigns for NEPA's local businesses. We offer mentoring and training! You will be paid a highly aggressive commission rate and our benefits include medical, dental, vision, vacation time and holidays. We can't wait to hear your story of past successes, and how working at Cumulus will propel your career to new heights. To set up an interview contact Andy Zapotek at 570-208-1392.

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## AD TYPE

- Commercial

## PROD NOTES

## MUSIC BED

## PRONUNCIATION

# INVOICE



**WARM-AM**  
 600 Baltimore Drive  
 Wilkes Barre, PA 18702  
 Main: (570) 208-1302  
 Billing:

Property	WARM-AM		
Invoice #	AA2307670	Order #	363694
Invoice Date	01/26/20	Alt Order #	
Invoice Month	January 2020	Deal #	
Invoice Period	12/30/19 - 01/26/20	Flight Dates	01/21/20 - 03/15/20
Advertiser	Cumulus House		
Product	ON LINE JOB FAIR		
Estimate #			

Billing Address:

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

Account Executive	Chris Kenney
Sales Office	Local-Wilkes-Barre PA
Sales Region	Local
Agency Code	
Advertiser Code	
Billing Calendar	Broadcast
Billing Type	Cash
Special Handling	
Agency Ref	
Advertiser Ref	
Product 1	
Product 2	

Send Payment To:

**WARM-AM**  
 Cumulus Media- Wilkes Barre  
 3660 Momentum Place  
 Chicago, IL 60689-5336

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type	
1	01/21/20	03/15/20	M-Su	6a-12a	MTWTFSS	:30	25	\$0.00	NM	
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 01/20/20    01/26/20    -TWTFSS                    25                    \$0.00										
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
5	WARMA	W	01/22/20	9:37 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
8	WARMA	W	01/22/20	10:00 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
3	WARMA	W	01/22/20	1:51 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
7	WARMA	W	01/22/20	2:51 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
6	WARMA	W	01/22/20	9:56 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
10	WARMA	Th	01/23/20	8:51 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
25	WARMA	Th	01/23/20	10:37 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
11	WARMA	Th	01/23/20	12:37 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
12	WARMA	Th	01/23/20	2:37 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
9	WARMA	Th	01/23/20	10:17 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
13	WARMA	F	01/24/20	8:38 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
15	WARMA	F	01/24/20	11:37 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
16	WARMA	F	01/24/20	1:37 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
14	WARMA	F	01/24/20	3:37 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
4	WARMA	F	01/24/20	6:37 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
17	WARMA	Sa	01/25/20	6:37 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
19	WARMA	Sa	01/25/20	11:17 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
18	WARMA	Sa	01/25/20	12:18 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
20	WARMA	Sa	01/25/20	12:51 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
2	WARMA	Sa	01/25/20	1:17 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
1	WARMA	Su	01/26/20	6:17 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
23	WARMA	Su	01/26/20	1:17 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
24	WARMA	Su	01/26/20	2:52 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
22	WARMA	Su	01/26/20	3:17 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
21	WARMA	Su	01/26/20	7:37 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
2	01/21/20	03/15/20	M-Su	6a-12a	MTWTFSS	:30	25	\$0.00	NM	
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u>										

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



**WMGS-FM**  
**600 Baltimore Drive**  
**Wilkes Barre, PA 18702**  
**Main: (570) 208-1302**  
**Billing:**

Property	WMGS-FM		
Invoice #	AA2307672	Order #	363683
Invoice Date	01/26/20	Alt Order #	
Invoice Month	January 2020	Deal #	
Invoice Period	12/30/19 - 01/26/20	Flight Dates	01/21/20 - 03/20/20
Advertiser	Cumulus House		
Product	ON LINE JOB FAIR		
Estimate #			
Account Executive	Chris Kenney		
Sales Office	Local-Wilkes-Barre PA		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling			
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:

**WMGS-FM**  
**Cumulus Media- Wilkes Barre**  
**3660 Momentum Place**  
**Chicago, IL 60689-5336**

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type
1	01/21/20	03/15/20	M-Su	6a-12a	MTWTFSS	:30	25	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 01/20/20    01/26/20    -TWTFFS                25                \$0.00									
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate Type
8	WMGS	W	01/22/20	4:53 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
5	WMGS	W	01/22/20	9:25 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
12	WMGS	Th	01/23/20	11:24 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
11	WMGS	Th	01/23/20	11:54 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
22	WMGS	Su	01/26/20	10:53 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
21	WMGS	Su	01/26/20	5:25 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
24	WMGS	Su	01/26/20	7:15 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
2	01/21/20	03/15/20	M-Su	6a-12a	MTWTFSS	:30	25	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 01/20/20    01/26/20    -TWTFFS                25                \$0.00									
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate Type
5	WMGS	W	01/22/20	7:53 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
7	WMGS	W	01/22/20	10:53 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
201	WMGS	Th	01/23/20	8:26 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
9	WMGS	Th	01/23/20	10:50 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
25	WMGS	Su	01/26/20	9:25 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
22	WMGS	Su	01/26/20	9:53 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
3	01/21/20	03/15/20	M-Su	6a-12a	MTWTFSS	:30	25	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 01/20/20    01/26/20    -TWTFFS                25                \$0.00									
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate Type
6	WMGS	W	01/22/20	7:28 PM	M-Su	6a-12a	:30	ADAM / GOLF COURSE SOLICI	\$0.00 NM
8	WMGS	W	01/22/20	11:52 PM	M-Su	6a-12a	:30	ADAM / GOLF COURSE SOLICI	\$0.00 NM
10	WMGS	Th	01/23/20	7:59 PM	M-Su	6a-12a	:30	ADAM / GOLF COURSE SOLICI	\$0.00 NM
11	WMGS	Th	01/23/20	9:28 PM	M-Su	6a-12a	:30	ADAM / GOLF COURSE SOLICI	\$0.00 NM
9	WMGS	Th	01/23/20	9:58 PM	M-Su	6a-12a	:30	ADAM / GOLF COURSE SOLICI	\$0.00 NM

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# INVOICE



**WBSX-FM**  
**600 Baltimore Drive**  
**Wilkes Barre, PA 18702**  
**Main: (570) 208-1302**  
**Billing:**

Property	WBSX-FM		
Invoice #	AA2307673	Order #	363696
Invoice Date	01/26/20	Alt Order #	
Invoice Month	January 2020	Deal #	
Invoice Period	12/30/19 - 01/26/20	Flight Dates	01/21/20 - 03/15/20
Advertiser	Cumulus House		
Product	ON LINE JOB FAIR		
Estimate #			
Account Executive	Chris Kenney		
Sales Office	Local-Wilkes-Barre PA		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling			
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:

**WBSX-FM**  
**Cumulus Media- Wilkes Barre**  
**3660 Momentum Place**  
**Chicago, IL 60689-5336**

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type
1	01/21/20	03/15/20	M-Su	6a-12a	MTWTFSS	:30	25	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 01/20/20 01/26/20 -TWTFSS 25 \$0.00									
Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type									
8	WBSX	W	01/22/20	8:41 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
20	WBSX	Sa	01/25/20	2:43 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
19	WBSX	Sa	01/25/20	7:07 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
18	WBSX	Sa	01/25/20	11:04 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
17	WBSX	Sa	01/25/20	11:40 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
22	WBSX	Su	01/26/20	6:16 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
24	WBSX	Su	01/26/20	9:43 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
23	WBSX	Su	01/26/20	10:41 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
21	WBSX	Su	01/26/20	11:04 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00 NM
2	01/21/20	03/15/20	M-Su	6a-12a	MTWTFSS	:30	25	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 01/20/20 01/26/20 -TWTFSS 25 \$0.00									
Spots: # Ch Day Air Date Air Time Description Start/End Time Length Ad-ID Rate Type									
7	WBSX	W	01/22/20	11:44 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
19	WBSX	Sa	01/25/20	8:33 AM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
20	WBSX	Sa	01/25/20	9:54 AM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
17	WBSX	Sa	01/25/20	2:08 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
18	WBSX	Sa	01/25/20	7:44 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
21	WBSX	Su	01/26/20	3:08 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
25	WBSX	Su	01/26/20	4:06 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
24	WBSX	Su	01/26/20	4:40 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
23	WBSX	Su	01/26/20	7:05 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
22	WBSX	Su	01/26/20	7:43 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00 NM
3	01/21/20	03/15/20	M-Su	6a-12a	MTWTFSS	:30	25	\$0.00	NM
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 01/20/20 01/26/20 -TWTFSS 25 \$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



**WBHT-FM/WBHD-FM**  
**600 Baltimore Drive**  
**Wilkes Barre, PA 18702**  
**Main: (570) 208-1302**  
**Billing:**

Property	WBHT-FM		
Invoice #	AA2307674	Order #	363695
Invoice Date	01/26/20	Alt Order #	
Invoice Month	January 2020	Deal #	
Invoice Period	12/30/19 - 01/26/20	Flight Dates	01/21/20 - 03/15/20
Advertiser	Cumulus House		
Product	ON LINE JOB FAIR		
Estimate #			

Billing Address:

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

Account Executive	Chris Kenney
Sales Office	Local-Wilkes-Barre PA
Sales Region	Local
Agency Code	
Advertiser Code	
Billing Calendar	Broadcast
Billing Type	Cash
Special Handling	
Agency Ref	
Advertiser Ref	
Product 1	
Product 2	

Send Payment To:

**WBHT-FM/WBHD-FM**  
**Cumulus Media- Wilkes Barre**  
**3660 Momentum Place**  
**Chicago, IL 60689-5336**

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type	
1	01/21/20	03/15/20	M-Su	6a-12a	MTWTFSS	:30	25	\$0.00	NM	
Weeks: Start Date 01/20/20 End Date 01/26/20 MTWTFSS -TWTFSS Spots/Week 25 Rate \$0.00										
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
7	WBHD	W	01/22/20	8:22 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
5	WBHD	W	01/22/20	9:44 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
201	WBHD	W	01/22/20	10:21 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
15	WBHD	F	01/24/20	1:12 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
13	WBHD	F	01/24/20	6:44 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
16	WBHD	F	01/24/20	7:46 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
14	WBHD	F	01/24/20	8:45 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
18	WBHD	Sa	01/25/20	10:47 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
17	WBHD	Sa	01/25/20	11:46 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
19	WBHD	Sa	01/25/20	3:42 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
20	WBHD	Sa	01/25/20	7:43 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
22	WBHD	Su	01/26/20	2:14 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
23	WBHD	Su	01/26/20	3:14 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
24	WBHD	Su	01/26/20	5:46 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
21	WBHD	Su	01/26/20	7:14 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
2	01/21/20	03/15/20	M-Su	6a-12a	MTWTFSS	:30	25	\$0.00	NM	
Weeks: Start Date 01/20/20 End Date 01/26/20 MTWTFSS -TWTFSS Spots/Week 25 Rate \$0.00										
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
5	WBHD	W	01/22/20	10:45 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00	NM
6	WBHD	W	01/22/20	11:45 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00	NM
11	WBHD	Th	01/23/20	8:47 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00	NM
15	WBHD	F	01/24/20	8:29 AM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00	NM
14	WBHD	F	01/24/20	9:30 AM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00	NM
16	WBHD	F	01/24/20	11:23 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00	NM
13	WBHD	F	01/24/20	11:44 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00	NM
19	WBHD	Sa	01/25/20	2:14 PM	M-Su	6a-12a	:30	NEPA CAREER FAIR SOLICIT	\$0.00	NM

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# INVOICE



**WSJR-FM**  
**600 Baltimore Drive**  
**Wilkes Barre, PA 18702**  
**Main: (570) 208-1302**  
**Billing:**

Property	WSJR-FM		
Invoice #	AA2307676	Order #	363699
Invoice Date	01/26/20	Alt Order #	
Invoice Month	January 2020	Deal #	
Invoice Period	12/30/19 - 01/26/20	Flight Dates	01/21/20 - 03/15/20
Advertiser	Cumulus House		
Product	ON LINE JOB FAIR		
Estimate #			
Account Executive	Chris Kenney		
Sales Office	Local-Wilkes-Barre PA		
Sales Region	Local		
Agency Code			
Advertiser Code			
Billing Calendar	Broadcast		
Billing Type	Cash		
Special Handling			
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:

**WSJR-FM**  
**Cumulus Media- Wilkes Barre**  
**3660 Momentum Place**  
**Chicago, IL 60689-5336**

Line	Start Date	End Date	Description	Start/End Time	MTWTFSS	Length	Spots/ Week	Rate	Type	
1	01/21/20	03/15/20	M-Su	6a-12a	MTWTFSS	:30	25	\$0.00	NM	
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u> 01/20/20    01/26/20    -TWTFSS                25                \$0.00										
Spots: #	Ch	Day	Air Date	Air Time	Description	Start/End Time	Length	Ad-ID	Rate	Type
7	WSJR	W	01/22/20	1:38 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
6	WSJR	W	01/22/20	2:51 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
5	WSJR	W	01/22/20	3:02 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
8	WSJR	W	01/22/20	4:01 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
2	WSJR	W	01/22/20	6:00 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
10	WSJR	Th	01/23/20	9:48 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
25	WSJR	Th	01/23/20	2:00 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
11	WSJR	Th	01/23/20	3:52 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
12	WSJR	Th	01/23/20	5:51 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
9	WSJR	Th	01/23/20	7:15 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
14	WSJR	F	01/24/20	4:20 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
15	WSJR	F	01/24/20	4:40 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
13	WSJR	F	01/24/20	10:15 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
16	WSJR	F	01/24/20	10:45 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
3	WSJR	F	01/24/20	11:45 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
17	WSJR	Sa	01/25/20	9:39 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
18	WSJR	Sa	01/25/20	1:21 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
4	WSJR	Sa	01/25/20	2:39 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
20	WSJR	Sa	01/25/20	5:38 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
19	WSJR	Sa	01/25/20	11:50 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
23	WSJR	Su	01/26/20	8:22 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
21	WSJR	Su	01/26/20	8:52 AM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
24	WSJR	Su	01/26/20	2:02 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
22	WSJR	Su	01/26/20	7:19 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
1	WSJR	Su	01/26/20	10:19 PM	M-Su	6a-12a	:30	CUMULUS MEDIA SALES	\$0.00	NM
2	01/21/20	03/15/20	M-Su	6a-12a	MTWTFSS	:30	25	\$0.00	NM	
Weeks: <u>Start Date</u> <u>End Date</u> <u>MTWTFSS</u> <u>Spots/Week</u> <u>Rate</u>										

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**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM),WBHT(FM) and WBHD(FM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Chief Engineer	<b>Date Filled:</b> 01/11/2021
<b>Recruitment Source ("RS") Referring Hiree:</b> Indeed Website (RS # 10)	<b>Total Number of Interviewees:</b> 5

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
4.	<b>Job Center</b> Human Resources 32 East Union Street Wilkes-Barre, PA 18701 570-826-2401	No	0
5.	<b>Employment Opportunity &amp; Training Center</b> Contact: Roy McLewee 135 Franklin Avenue Scranton, PA 18501 570-963-4671	No	0
6.	<b>Career Tech Center</b> Career Planning 3201 Rockwell Avenue Scranton, PA 18508-1475 570-346-4264	No	0
7.	<b>N.A.A.C.P.</b> Human Resources 205 Park Avenue Wilkes-Barre, PA 18702	No	0
8.	<b>University of Scranton</b> Contact: Paul Perchach 800 Linden Street Scranton, PA 18510 570-941-7400/570-941-7400	No	0
9.	<b>Wilkes University</b> Career Services P. O. Box 111 Wilkes-Barre, PA 18766 570-408-4060	No	0
10.	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) www.indeed.com	No	5

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
13.	<b>Bloomsburg University</b> Career Development Placement Bloomsburg, PA 17815 570-389-2079	No	0
14.	<b>College Misericordia</b> Career Development 301 Lake Street Dallas, PA 18612 570-674-6400	No	0
15.	<b>Keystone College</b> Career Action Center One College Green La Plume, PA 18440 570-945-6755	No	0
16.	<b>King's College</b> Career Planning 133 North River Street Wilkes Barre, PA 18711 570-826-5900	No	0
17.	<b>Catholic Social Services</b> Career Planning 33 East Northampton Street Wilkes Barre, PA 18701 570-822-7118	No	0
18.	<b>Cumulus Careers Website</b> www.cumulusmedia.jobs.com	No	0
20.	<b>Linked In</b> www.linkedin.com	No	0
21.	<b>Glass Door</b> (www.glassdoor.com)	No	0
22.	<b>Society of Broadcast Engineers</b> www.sbe.org	No	0
23.	<b>Adzuna</b> (www.adzuna.com)	No	0
24.	<b>Job Is Job</b> (www.jobisjob.com)	No	0
25.	<b>The Job Spider</b> (www.jobspider.com)	No	0
26.	<b>My Job Helper</b> (www.myjobhelper.com)	No	0
27.	<b>Oodle</b> (www.oodle.com)	No	0
28.	<b>Trovit</b> (www.trovit.com)	No	0
29.	<b>SEU Job Fairs</b> (see Section III)	No	0

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
30.	<b>Cumulus Business Managers</b> BM@cumulus.com	No	0
<b>Total Interviewees</b>			<b>5</b>

Referencing requisition 000310 - Chief Engineer

Edit Job Posting Chief Engineer 000310

Career Site & Manual Options Posting History

Posting ID :  
000310

Career Site Posting Template:  
Website

Career Site Go Live Date :  
11/05/2020

Career Site Expiration Date :  
01/20/2021

Length (in days) :  
77

Directing applicants from job boards to :  
Cumulus Media

1. Post to your career sites

Cumulus Media (Public Site)

Apply Online URL  View Posting  Direct Import Email

2. Post automatically to job boards (next step)

- Adzuna - (Deactivated)
- Glassdoor.com - (Deactivated)
- Job Is Job - (Deactivated)
- MyJobHelper - (Deactivated)
- Oodle - (Deactivated)
- The Job Spider - (Deactivated)
- Trovit - (Deactivated)



## JOB DESCRIPTION

**CUMULUS MEDIA | WILKES BARRE** is looking for a **Chief Engineer**. The Chief Engineer manages the installation, maintenance and repair of studio, transmitting and ancillary equipment in order to maintain competitive signals in the market while complying with all FCC technical requirements. Includes responsibility for telecommunications, computer and networking systems.

### Who We Are:

**CUMULUS | WILKES BARRE** is a five (5) station cluster in Northeast Pennsylvania. **MAGIC 93, 97.9X, 97BHT, NASH93.7** and **WARM SPORTS RADIO 590AM**. These five (5) stations are diverse formats that include A/C, Alternative Rock, CHR, Country, and Sports Talk. Combined with market-exclusive digital assets within our C-Suite array of products, the cluster of five (5) powerful stations provides the best and most solutions available to serve our client partners.

### Key Responsibilities:

- Oversees staff that maintains station operation through preventative and corrective maintenance
- Establishes routine maintenance procedures and schedules for all broadcast equipment
- Oversees and assist with the installation and maintenance of control consoles, audio routers, recording equipment, microphones, digital audio systems, transmitters, antennas, control systems, remote equipment, etc.
- Works with local management to coordinate remote broadcasts as needed
- Responsibilities include compliance with FCC rules and regulations, budgeting
- Travel to other markets or towers and stations may be required
- Manages a staff of one or more people
- 24/7 on call

### Requirements

- Excellent verbal and written communication skills
- Interact with management and staff at all levels and ability to multi-task, delegate and handle pressures and deadlines
- Knowledge of all applicable FCC rules and regulations
- Advanced experience with cluster-wide audio routing, digital audio delivery, EAS, Studio Telephone and engineering IT systems
- Computer literacy in applicable software packages which may include (Microsoft OS and Office Suite, Automation Systems, Novel, Linux, etc.)
- Ability to troubleshoot broadcast equipment to the component level

- Ability to work independently to troubleshoot/repair high-power AM and FM transmitting facilities
- IT skills including local area and wide area networking
- Knowledge of electrical systems, UPS, and standby generators and record keeping
- Knowledge of telephone systems and protocols including POTS, ISDN, T1, DSL and PRI circuits
- Must be able to lift 50 pounds
- Ability to climb stairs and ladders is required
- Minimum 7+ years as Chief Engineer

**Education and Licensing:**

- Associates or technical degree in Electrical Engineering Technology or related field or equivalent level of experience
- SBE CBRE Certification a plus
- Must possess valid state driver's license and provide required proof of personal vehicle insurance

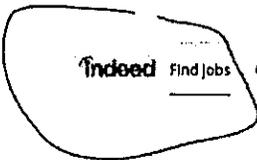
**What we offer:**

- Competitive pay
- Collaborative and creative work environment
- Recognition and reward for outstanding performance
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Paid Vacation & Holidays

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).**



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new  
**Chief Engineer**  
 Cumulus Media 3.4 ★  
 Wilkes-Barre, PA

Be an early applicant

CUMULUS MEDIA | Wilkes-Barre, PA is looking for a Chief Engineer. The Chief Engineer manages the installation, maintenance and repair of studio, transmitting and ancillary equipment in order to...

today • from chief engineer in Wilkes-Barre, PA

### Chief Engineer

Cumulus Media ★★★★★ 589 reviews

Wilkes-Barre, PA

Full-time

You must create an Indeed account before continuing to the co

**Apply On Company Site**



### Job details

Job Type

RS Number  
10

Fw: Chief Engineer posting

-1

Doreen Carpenter <Doreen.Carpenter@cumulus.com>

Thu 8/6/2020 7:11 AM

To: BM <BM@cumulus.com>

*filled 1/11/21*

*open again 2/5/21*

1 attachments (220 KB)

Wilkes-Barre Chief Engineer Job Posting 07-31-20.pdf;

Please post in your market...thanks!

**Doreen Dixon Carpenter**

**Business Manager, G&A**

**Cumulus Radio Station Group | Wilkes Barre**

**O: 570-208-1302**

**M: 570-702-6126**

**F : 866-542-1922**

600 Baltimore Drive, Wilkes Barre, PA 18702

[doreen.carpenter@cumulus.com](mailto:doreen.carpenter@cumulus.com)

Email Signature - WB

WFAS 94.3 FM : WFAS 1230 AM News-Talk-Sports

---

**From:** Chris Kenney <Chris.Kenney@cumulus.com>

**Sent:** Wednesday, August 5, 2020 5:07 PM

**To:** Doreen Carpenter <Doreen.Carpenter@cumulus.com>

**Subject:** Chief Engineer

Chris Kenney

Vice President/Market Manager

Cumulus Radio Station Group-Wilkes Barre/Scranton

Direct Dial 570/208-1318

Mobile 570/852-1313

600 Baltimore Drive, Wilkes Barre, Pa, 18702

Email [chris.kenney@cumulus.com](mailto:chris.kenney@cumulus.com)



## JOB DESCRIPTION

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- Establishes routine maintenance procedures and schedules for all broadcast equipment
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- 24/7 on call

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- Knowledge of all applicable FCC rules and regulations
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- Computer literacy in applicable software packages which may include (Microsoft OS and Office Suite, Automation Systems, Novel, Linux, etc.)
- Ability to troubleshoot broadcast equipment to the component level

- Ability to work independently to troubleshoot/repair high-power AM and FM transmitting facilities
- IT skills including local area and wide area networking
- Knowledge of electrical systems, UPS, and standby generators and record keeping
- Knowledge of telephone systems and protocols including POTS, ISDN, T1, DSL and PRI circuits
- Must be able to lift 50 pounds
- Ability to climb stairs and ladders is required
- Minimum 7+ years as Chief Engineer

**Education and Licensing:**

- Associates or technical degree in Electrical Engineering Technology or related field or equivalent level of experience
- SBE CBRE Certification a plus
- Must possess valid state driver's license and provide required proof of personal vehicle insurance

**What we offer:**

- Competitive pay
- Collaborative and creative work environment
- Recognition and reward for outstanding performance
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Paid Vacation & Holidays

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

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

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