

**WHGB(AM), WNNK-FM, WQXA-FM, WWKL(FM), WTPA-FM
EEO PUBLIC FILE REPORT
April 1, 2023 – March 31, 2024**

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
Multi-Media Advertising Account Executive	1, 4-5, 10-12, 18, 20-22, 29-30, 32, 35-37, 39, 41-43, 45-47, 50, 54, 58-59, 62, 64-65, 71, 75, 79, 83-84, 91	18
Multi-Media Advertising Account Executive	1, 4-5, 10-12, 18, 20-22, 29-30, 32, 35-37, 39, 41-43, 45-47, 50, 54, 58-59, 62, 64-65, 71, 75, 79, 83-84, 91	84
Digital Account Executive	1-6, 8-25, 27-37, 39-40, 42-56, 58-66, 68-69, 71-83, 85-87	40

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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	Abilities in Jobs https://abilitiesinjobs.com	N	0
2	Adams County Adult Correctional Complex 45 Major Bell Lane, Gettysburg, PA 17325	N	0
3	Adams County WIOA Adult and Dislocated Worker, EARN and Youth Programs 150 V-Twin Drive, Gettysburg, PA 17325	N	0
4	Adzuna Website https://adzuna.com	N	0
5	African American Job Search https://africanamericanjobsearch.com	N	0
6	Albright College https://app.joinhandshake.com	N	0
7	All Access Music Group (Programming Positions Only) https://allaccess.com	N	0
8	Alvernia University https://app.joinhandshake.com	N	0
9	Arcadia University https://app.joinhandshake.com	N	0
10	Asian in Jobs https://asianinjobs.com	N	0
11	Asian Job Search https://asianjobsearch.com	N	0
12	Black in Jobs https://blackinjobs.com	N	0
13	Bloomsburg University https://app.joinhandshake.com	N	0
14	<i>Intentionally Omitted</i>	--	--

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Central Penn College Business School https://centralpenn.optimalresume.com/employers Effective 01/10/2023 https://app.joinhandshake.com	N	0
16	Crispus Attucks Center Attn: Greg Smith, 605 S. Duke St, York, PA 17403	N	0
17	Cumulus Business Managers BM@cumulus.com	N	0
18	Cumulus Media Website https://cumulusmedia.jobs.net/en-us	N	2
19	Dickinson College https://app.joinhandshake.com	N	0
20	Disabled Job Seekers https://disabledjobseekers.com	N	0
21	Disabled Person https://disabledperson.com	N	0
22	Diversity in Jobs https://diversityinjobs.com	N	0
23	Drexel University https://app.joinhandshake.com	N	0
24	Elizabethtown College https://app.joinhandshake.com	N	0
25	Employment Skills Center https://employmentskillscenter.org 29 South Hanover Street, Carlisle, PA 17013	N	0
26	Facebook https://facebook.com	N	0
27	Franklin & Marshall College https://app.joinhandshake.com	N	0
28	Gettysburg College https://app.joinhandshake.com	N	0
29	Glassdoor (not directly contacted by SEU) https://glassdoor.com	N	0
30	Goodwill 1150 Goodwill Drive, Harrisburg, PA 17101	N	0
31	Gwynedd Mercy University https://app.joinhandshake.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Harrisburg Area Community College https://collegecentral.com/hacc Attn: Ceryl Dietz, One HACC Dr, Harrisburg, PA 17110	N	0
33	Harrisburg University https://www.harrisburgu.edu/adademics/career-services - site can't be reached 326 Market Street, Harrisburg, PA 17101	N	0
34	Harrisburg Young Professionals Executive.director@hyp.org (Meghan Bachmore) https://hyp.org	N	2
35	Hire Black Now https://hireblacknow.com	N	0
36	Hispanic in Jobs https://hispanicinjobs.com	N	0
37	Hispanic Job Exchange https://hispanicjobexchange.com	N	0
38	iHire Broadcasting https://employers@email.ihire.com	N	0
39	Indeed (not directly contacted by SEU) https://indeed.com	N	13
40	Internal Posting (SEU Email and Bulletin Board)	N	1
41	Internal Transfer/Promotion	N	0
42	JobisJob Website https://jobisjob.com	N	0
43	Job Spider Website https://jobspider.com	N	0
44	Lebanon Valley College https://app.joinhandshake.com	N	0
45	LGBT Job Search https://lgbtjobsearch.com	N	0
46	LGBTQ in Jobs https://lgbtqinjobs.com	N	0
47	Job Opportunities for Disabled Veterans https://jofdav.com	N	0
48	Lancaster Bible https://app.joinhandshake.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Lock Haven University of Pennsylvania https://app.joinhandshake.com	N	0
50	LinkedIn https://linkedin.com	N	4
51	Messiah College https://app.joinhandshake.com	N	0
52	Millersville University https://app.joinhandshake.com	N	0
53	Moravian College https://app.joinhandshake.com	N	0
54	My Job Helper https://myjobhelper.com	N	0
55	NAACP https://naacp.org info@naacpnet.org	N	0
56	NAACP Greater Harrisburg Branch PO Box 2757, Harrisburg, PA 17105	N	0
57	Off Site Job and College Career Fairs (<i>See Section III</i>)	N	0
58	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
59	Oodle https://oodle.com	N	0
60	Penn State – Harrisburg Attn: Colleen Guy, 777 West Harrisburg Pike, Middletown, PA 17057	N	0
61	Pennsylvania State University http://psu-csm.symplicity.com/employers	N	0
62	Pennsylvania Association of Broadcasters Job Board https://pab.org 208 N. 3 rd Street, Suite 105, Harrisburg, PA 17107	N	0
63	Salvation Army Harrisburg Capital City Region 506 South 29 th Street, Harrisburg, PA 17104	N	0
64	Seniors in Jobs www.seniorsinjobs.com	N	0
65	Seniors to Work https://www.seniorstowork.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
66	Seton Hill University https://app.joinhandshake.com	N	0
67	SEU 717JobFair.com (See Section III) https://717jobfair.com	N	0
68	Shippensburg University https://shippensburg-csm.symlicity.com/employers/index.php	N	0
69	Skills of Central PA 600 Linden Avenue, Hanover, PA 17331	N	0
70	Society of Broadcast Engineers https://sbe.org/resources/jobs/	N	0
71	Station Website Postings (all SEU stations)	N	0
72	Temple University https://app.joinhandshake.com	N	0
73	The University of Scranton https://app.joinhandshake.com	N	0
74	Tri-County OIC 500 Maclay Street, Harrisburg, PA 17110	N	0
75	Trovit https://trovit.com	N	0
76	United Way Drop-In Center for the Unemployed Attn: Director of Placement, 800 E. King St, York, PA 17403	N	0
77	University of Delaware https://app.joinhandshake.com	N	0
78	University of Pennsylvania https://app.joinhandshake.com	N	0
79	US Diversity Job Search https://usdiversityjobsearch.com	N	0
80	Villanova University https://app.joinhandshake.com	N	0
81	Widener University https://app.joinhandshake.com	N	0
82	Wilson College https://app.joinhandshake.com	N	0
83	Women in Jobs https://womeninjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
84	Employee Referral	N	1
85	York College Attn: Career Development Center, Campbell Hall, Room 200, 441 Country Club Rd, York, PA 17403	N	0
86	York Technical Institute Attn: Monica Young, 1405 Williams Road, York, PA 17402	N	0
87	York Young Professionals PO Box 2721, York, PA 17405	N	0
88	Zip Recruiter <i>(not directly contacted by SEU)</i> https://www.ziprecruiter.com/	N	0
89	Commonwealth University of Pennsylvania (Bloomsburg University, Lock Haven University and Mansfield University) https://app.joinhandshake.com/login	N	0
90	Lensa <i>(not directly contacted by SEU)</i> https://lensa.com/	N	0
91	Station Email Blast to Listener Databases	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			23

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2023, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment and Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, <i>Microaggressions</i> and <i>Tokenism</i> . The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
3	Management-level training regarding Diversity, Equity, and Inclusion	On April 20, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our SEU’s Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Director of Centralized HR Operations & Talent Acquisition entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
5	Management-level training regarding Diversity, Equity, and Inclusion	On August 4, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Privilege & Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Privilege and Access.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the months of September and October 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
7	Management-level training regarding Diversity, Equity, and Inclusion	On November 15, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Advocacy & Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.
8	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On May 22, 2023, our SEU’s Sales Manager participated in and taught a radio sales session at the Confer Radio Talent Institute at Bloomsburg University. The Institute is an on-site two (2) week curriculum for college students hosted at Bloomsburg University that are interested in pursuing a career in broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Host Online Job Fair	<p>Between June 1-15, 2023, our SEU organized, hosted and participated in an online job fair via the following website https://717jobfair.com. Employment candidates were provided with an opportunity to contact seven (7) potential employers plus our 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 thirty (30) days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, participated in the job fair, and organized all logistical aspects of the job fair. Our Market Manager, Sales Managers, and Promotions Director were directly involved in the job fair.</p>
10	Radio Advertising Bureau (RAB) Sales Training Certification Programs	<p>During the months of October, November, and December 2023, three (3) of SEU's Sales Account Executives participated in and completed the formal online sales training programs conducted by the Radio Advertising Bureau (RAB). The sales programs were the Radio Marketing Professional (RMP) certification program and the Certified Radio Marketing Consultant (CRMC) certification program.</p>
11	Participate in Job Fair	<p>On February 23, 2024, our SEU's Market Manager attended Penn State University's Bellisario College of Communications JobExpo.comm Career Fair, during which he talked with students and job seekers about the company, career opportunities in broadcasting, and job openings within our SEU.</p>
12	Participate in Job Fair	<p>On March 19, 2024, our SEU's Sales Manager and Promotions Director attended the Millersville University Spring Job Fair and talked with students and job seekers about te compnay, career opportunities in broadcasting, and job openings within our SEU.</p>