

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

**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	2-3, 10, 12, 18, 20-24	3
Account Executive	2, 10, 12, 18, 20-24	18

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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>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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	0
11	<b>All Access Website</b> www.allaccess.com	No	0
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 Broadcasting Website</b> www.cumulus.com	No	12
19	<b>Times Leader Classified Ads</b>	No	0
20	<b>Linked In</b> www.linkedin.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	<b>Zip Recruiter</b> ( <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a> )	No	0
22	<b>Glass Door</b> ( <a href="http://www.glassdoor.com">www.glassdoor.com</a> )	No	0
23	<b>Link Up</b> ( <a href="http://www.linkup.com">www.linkup.com</a> )	No	0
24	<b>Facebook page</b> ( <i>all SEU stations</i> )	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			13

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**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>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
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	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.
6	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.