

**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM),  
WBHT(FM) and WBHD(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2014 – March 31, 2015**

**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	1-9, 11, 19	3
Account Executive	1-9, 11, 19	19
Account Executive	1-9, 11, 19	1
Account Executive	1-9, 11, 19	11
Account Executive	1-9, 11, 19	11
Account Executive	1-9, 11, 19	1
Account Executive	1-9, 11, 19	1
Sales Assistant	1-9, 11, 14-19	1

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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	11
2	<b>Station Website Postings</b> ( <i>all SEU stations</i> ) <a href="http://www.magic93fm.com">www.magic93fm.com</a> / <a href="http://www.warm590.com">www.warm590.com</a> / <a href="http://www.jr937.us">www.jr937.us</a> <a href="http://www.97bht.com">www.97bht.com</a> / <a href="http://www.979x.com">www.979x.com</a>	No	0
3	<b>Word-of- Mouth Referral</b>	No	4
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	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>Media Recruiter Website</b> <a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>	No	0
11	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	15
12	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
13	<b>Monster Website</b> <a href="http://www.monster.com">www.monster.com</a>	No	0
14	<b>Bloomsburg University</b> Career Development Placement Bloomsburg, PA 17815 570-389-2079	No	0
15	<b>College Misericordia</b> Career Development 301 Lake Street Dallas PA 18612 570-674-6400	No	0
16	<b>Keystone College</b> Career Action Center One College Green La Plume PA 18440 570-945-6755	No	0
17	<b>King's College</b> Career Planning 133 North River Street Wilkes Barre PA 18711 570-826-5900	No	0
18	<b>Catholic Social Services</b> Career Planning 33 East Northampton Street Wilkes Barre PA 18701 570-822-7118	No	0
19	<b>Cumulus Broadcasting Website</b> <a href="http://www.cumulus.com">www.cumulus.com</a>	No	16
20	<b>Simply hired (<a href="http://www.simplyhired.com">www.simplyhired.com</a>)</b>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Glass door ( <a href="http://www.glassdoor.com">www.glassdoor.com</a> )	No	0
22	Link Up ( <a href="http://www.linkup.com">www.linkup.com</a> )	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			46

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On September 9, 2014, our SEU participated in the Times Leader Career Fair held at the Kingston Armory in Kingston, Pennsylvania. SEU representatives occupied our booth and spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU. SEU participants included our Market and Local Sales Managers.
<b>2</b>	Co-host Job Fair	On September 24, 2014, our SEU co-hosted with the Viewmont Mall the Viewmont Mall Job and Education Fair held at the Viewmont Mall in Dickson City, Pennsylvania. An SEU representative occupied our booth and spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU. SEU participants included our Market and Local Sales Managers. This event was promoted on one or more SEU stations.
<b>3</b>	Participate in Job Fair	On March 3, 2015, our SEU participated in The Times Leader Career Fair held at the Mohegan Sun at Pocono Downs in Wilkes Barre, Pennsylvania. An SEU representative occupied our booth and spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU. SEU participants included our Market and Local Sales Managers.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Internship Program	<p>Internship openings within the Cumulus-Wilkes Barre SEU are routinely advertised over the air on all SEU stations as well as on numerous college websites and job boards.</p> <p>During the Winter-Spring semester of 2015 (1/2015-5/2015), this SEU is hosting an intern from Luzerne County Community College, seeking an Associate degree in Broadcasting upon graduation May 2015. This student intern is supervised by our Programming Director and is learning about and assists with all aspects of Production and Programming.</p>