

**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM),
WBHT(FM) and WBHD(FM)
EEO PUBLIC FILE REPORT
April 1, 2013 – March 31, 2014**

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
Account Executive	1-9, 11, 13	13
Account Executive	1-9, 11, 13	1
Account Executive	1-9, 11, 13	11
Account Executive	1-9, 11, 13	3
Account Executive	1-9, 11, 13	2
Account Executive	1-9, 11, 13	1
Account Executive	1-9, 11, 13	1
Account Executive	1-9, 11, 13	11
Account Executive	1-9, 11, 13	1
Account Executive	1-9, 11, 13	11
Account Executive	1-9, 11, 13	11
Account Executive	1-9, 11, 13	3
Account Executive	1-9, 11, 13	11
Account Executive	1-9, 11, 13	11
Local Sales manager	1-9, 12	3
Market Manager		
Key account Manager	1-10	3
Program Director	1-9, 12	12
Program Director	1-9, 10	3

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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	On-Air Announcements (<i>all SEU stations</i>)	No	4
2	Station Website Postings (<i>all SEU stations</i>) www.magic93fm.com / www.warm590.com / www.jr937.us www.97bht.com / www.979x.com	No	1
3	Word-of- Mouth Referral	No	9
4	Job Center Human Resources 32 East Union Street Wilkes-Barre, PA 18701 570-826-2401	No	0
5	Employment Opportunity & Training Center Contact: Roy McLewee 135 Franklin Avenue Scranton, PA 18501 570-963-4671	No	0
6	Career Tech Center Career Planning 3201 Rockwell Avenue Scranton, PA 18508 570-346-8471	No	0
7	N.A.A.C.P. Human Resources 205 Park Avenue Wilkes-Barre, PA 18702	No	0
8	University of Scranton 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	Wilkes University Career Services P. O. Box 111 Wilkes-Barre, PA 18766 570-4108-4060	No	0
10	Media Recruiter Website www.mediarecruiter.com	No	6
11	Indeed Website www.indeed.com	No	49
12	All Access Website www.allaccess.com	No	7
13	Monster Website www.monster.com	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			77

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On September, 2013, our SEU participated in the Viewmont Mall Job & Education Fair held at the Viewmont Mall in Dickson City, 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.
2	Participate in Job Fair	On March 25, 2014, our SEU participated in The Times Leader Career Fair held at the Kingston Armory in Kingston, 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 Local Sales Manager.
3	Participate in Job Fair	On March 27, 2014, our SEU participated in The Greater Hazleton Job Fair held at the Best Western Genetti Inn & Suites in Hazleton, 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 Local Sales Manager.
4	Host Job Fair	On May 2, 2013, our SEU hosted an open house at our facilities in Wilkes Barre, Pennsylvania, to recruit Sales Representatives. Our Market Manager and Local Sales manager greeted attendees and presented a video about Cumulus Media Inc. which was followed by a talk about the responsibilities of a Sales Representative. SEU participants included the

		Market manager, Sales Manager, Promotion Director and several Account Executives. This event was advertised on all SEU station.
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