

**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM),
WBHT(FM) and WBHD(FM)
EEO PUBLIC FILE REPORT
April 1, 2018 – March 31, 2019**

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	0
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	0
3	Word-of- Mouth Referral	No	1
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 18508-1475 570-346-4264	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 570-941-7400/570-941-7400	No	0
9	Wilkes University Career Services P. O. Box 111 Wilkes-Barre, PA 18766 570-408-4060	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Indeed Website www.indeed.com	No	0
11	All Access Website www.allaccess.com	No	0
12	Monster Website www.monster.com	No	0
13	Bloomsburg University Career Development Placement Bloomsburg, PA 17815 570-389-2079	No	0
14	College Misericordia Career Development 301 Lake Street Dallas PA 18612 570-674-6400	No	0
15	Keystone College Career Action Center One College Green La Plume PA 18440 570-945-6755	No	0
16	King's College Career Planning 133 North River Street Wilkes Barre PA 18711 570-826-5900	No	0
17	Catholic Social Services Career Planning 33 East Northampton Street Wilkes Barre PA 18701 570-822-7118	No	0
18	Cumulus Broadcasting Website www.cumulus.com	No	20
19	Times Leader Classified Ads	No	0
20	Linked In www.linkedin.com	No	0
21	Zip Recruiter (www.ziprecruiter.com)	No	0
22	Glass Door (www.glassdoor.com)	No	0
23	Link Up (www.linkup.com)	No	0
24	Facebook page (all SEU stations)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participated in a Job Fair	On March 15, 2019 Ron Giovanniello, RVP for Cumulus Pennsylvania, attended JobExpo.com at Penn State University Bellisario College of Communications to recruit Sales Representatives for each Pennsylvania market. Ron spoke to potential candidates about a career as a Sales Representative in radio and answered any questions.
2	Hosted a 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 SEC promoted a nine day event from 3/11/19-3/19/19. Fourteen (14) employer recruiters, including Cumulus participated in the March 2019 program which was promoted on air as noted. Our SEU secured the website, solicited local employers and organized all logistical aspects of the event.
3	Hosted a 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 SEC promoted a nine day event from 10/11/18-10/19/18. Ten (10) employer recruiters, including Cumulus participated in the October 2018 program which was promoted on air as noted. Our SEU secured the website, solicited local employers and organized all logistical aspects of the event.

	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	SEU hosted a job shadowing student from Misericordia University, Dallas, Pennsylvania on November 26, 2018, whereby On-Air Talent showed the student all aspects of the radio industry, including but not limited to on-air programming and the creation and editing of on-air commercials. The student then shared his real-world experience with his fellow students at his school.