

**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM),
WBHT(FM) and WBHD(FM)
EEO PUBLIC FILE REPORT
April 1, 2016 – March 31, 2017**

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	2, 10, 18, 20-23	18
Account Executive	2, 10, 18, 20-23	3
Account Executive	2, 10, 18, 20-23	3
Account Executive	2, 10, 18, 20-23	3
Account Executive	2, 10, 18, 20-23	3
Promotions Director	2-10, 11, 13-18, 20-23	18
Program Director	2, 3, 10, 18, 20-23	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	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	5
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	2
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	13
19	Times Leader Classified Ads	No	0
20	Linked In www.linkedin.com	No	0
21	Simply Hired (www.simplyhired.com)	No	0
22	Glass Door (www.glassdoor.com)	No	0
23	Link Up (www.linkup.com)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			20

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participated in a Job Fair	On April 26, 2016, 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.
2	Hosted a Job Fair	On September 27, 2016, our SEU hosted The North East PA Career Fair at the Wyoming Valley Mall in Wilkes Barre, Pennsylvania. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event and also participated as an exhibitor. This event featured 40 area employers and drew approximately 200 job seekers. Our Director of Sales, Promotions Director and Program Directors occupied the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on both SEU stations and, the day of the job fair, WMGS-FM conducted a live broadcast from the event.
3	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		The SEU's VP/Market Manager, Sales Manager and Business Manager were active attendees in that seminar.
4	Sponsor Event in Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	During the reporting period, our SEU hosted Reaching Beyond Limits-Kingston Adult Program (Special Needs), on a tour of our facilities/studios in Wilkes Barre, Pennsylvania. Our SEU's Program Director conducted the tour and spoke to the attendees about how radio stations operate as well as the opportunities available for a future career in broadcasting.