

**WARM(AM), WBSX(FM), WMGS(FM), WSJR(FM),  
WBHT(FM) and WBHD(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2017 – March 31, 2018**

**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, 10, 18, 20-23	18
Account Executive	2, 10, 18, 20-23	18
Account Executive	2, 10, 18, 20-23	18
Program Director	2, 10, 18, 20-23	18
Assistant Chief Engineer	2, 10, 18, 20-23	18
On-Air Talent	2, 10, 18, 20-23	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	3
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
9	<b>Wilkes University</b> Career Services P. O. Box 111 Wilkes-Barre, PA 18766 570-408-4060	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>
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	20
19	<b>Times Leader Classified Ads</b>	No	0
20	<b>Linked In</b> www.linkedin.com	No	0
21	<b>Simply Hired (<a href="http://www.simplyhired.com">www.simplyhired.com</a>)</b>	No	0
22	<b>Glass Door (<a href="http://www.glassdoor.com">www.glassdoor.com</a>)</b>	No	0
23	<b>Link Up (<a href="http://www.linkup.com">www.linkup.com</a>)</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>23</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participated in a Job Fair	On May 2, 2017, our SEU participated in the Times Leader Career Fair held at Genetti's Best Western Plus in Wilkes Barre, 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>	Hosted a Job Fair	On September 26, 2017, 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 Sales Manager, 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 the SEU stations.
<b>3</b>	Hosted a Job Fair	On March 20, 2018, 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 20 area

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
		employers and drew approximately 175 job seekers. Our Sales Manager, 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 the SEU stations.
4	Sponsor Event in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	During the reporting period, our SEU hosted Mall Educational Training Site (M.E.T.S Program) (Special Needs), on a tour of our facilities/studios in Wilkes Barre, Pennsylvania. Our SEU's Promotions 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.
5	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	During the reporting period, our SEU participated on an Advisory Board for the Wilkes Barre Career Technologies Center (CTC) to help shape the Media Department curriculum for students training for a future career in broadcasting.
6	Sponsor Event in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	SEU hosted a job shadowing student from Mountain View School, Kingsley, Pennsylvania District on May 2, 2017, whereby the Production Department & 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 her real-world experience with her fellow students at her school.