

**WARM-FM, WGLD-AM, WIOV-AM, WIOV-FM, WSBA-AM, WSOX-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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Representative	1-29	13
Sales Representative	1-29	13
Sales Representative	1-29	10
Sales Representative	1-29	26
Sales Representative	1-29	26

**WARM-FM, WGLD-AM, WIOV-AM, WIOV-FM, WSBA-AM, WSOX-FM  
EEO PUBLIC FILE REPORT  
April 1, 2016-March 31, 2017**

**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>Crispus Attucks Center</b> Attn: Greg Smith 605 S. Duke Street York, PA 17403	N	0
2	<b>Cumulus Business Managers</b> <a href="mailto:BM@cumulus.com">BM@cumulus.com</a>	N	0
3	<b>Cumulus Media Website</b> <a href="http://www.cumulusradio.com/">http://www.cumulusradio.com/</a>	N	0
4	<b>Dickinson College Career Center</b> Attn: Tammy Heberlig P.O. Box 1773 Carlisle, PA 17013 Email: <a href="mailto:heberlig@dickinson.edu">heberlig@dickinson.edu</a>	N	0
5	<b>Elizabethtown College</b> Career Services One Alpha Drive Elizabethtown, PA 17022 Email: <a href="mailto:carerrservices@etown.edu">carerrservices@etown.edu</a>	N	0
6	<b>F&amp;M College</b> Director of Placement P.O. Box 3003 Lancaster, PA 17604	N	0
7	<b>Gettysburg College</b> Attn: Sandy Buhrman Center for Career Development 300 North Washington Street Campus Box 425 Gettysburg, PA 17325	N	0
8	<b>Glass Door</b> <a href="https://www.glassdoor.com">https://www.glassdoor.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	<b>Harrisburg Area Community College</b> Attn: Cheryl Ditz One HACC Drive Harrisburg, PA 17110	N	7
10	<b>Indeed Website</b> <a href="https://www.indeed.com/">https://www.indeed.com/</a>	N	39
11	<b>Internal Posting</b> ( <i>SEU Bulletin Board</i> )	N	0
12	<b>ITT Technical Institute</b> Attn: Susan Mangus 449 Eisenhower Boulevard, Ste. 100 Harrisburg, PA 17111 Email: <a href="mailto:smangus@itt-tech.edu">smangus@itt-tech.edu</a>	N	0
13	<b>Linked In Website</b> <a href="https://www.linkedin.com">https://www.linkedin.com</a>	N	12
14	<b>Linkup</b> <a href="https://www.linkup.com">https://www.linkup.com</a>	N	0
15	<b>Messiah College</b> Attn: Dwayne Keiffer Career Center P.O. Box 451, 1 College Avenue Mechanicsburg, PA 17055 Email: <a href="mailto:dkeiffer@messiah.edu">dkeiffer@messiah.edu</a>	N	0
16	<b>Millersville University</b> 121 North George Street Millersville, PA 17551 <a href="http://www.myinterfase.com/millersville/employer">http://www.myinterfase.com/millersville/employer</a>	N	0
17	<b>Ohio Media School</b> 5330 East Main Street, Ste 200 Columbus, OH 43213 Email: <a href="mailto:Amoore@beonair.com">Amoore@beonair.com</a>	N	0
18	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	6
19	<b>Penn State University</b> Attn: Colleen Guy W117 Olmsted 777 West Harrisburg Pike Middletown, PA 17057	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	<b>Pennsylvania Assoc. of Broadcasters</b> 8501 Paxton Street Hummelstown, PA 17036	N	0
21	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	N	0
22	<b>Shippensburg University</b> Attn: Gloria Gardener Ceddia Union Building, Room 200 Shippensburg, PA 17257	N	0
23	<b>Simply Hired</b> <a href="https://www.simplyhired.com">https://www.simplyhired.com</a>	N	0
24	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	0
25	<b>United Way Drop In Center for the Unemployed</b> Director of Placement 800 East King Street York, PA 17403 Email: vandersloota@unitedway-york.org	N	0
26	<b>Word-of-Mouth Referral</b>	N	18
27	<b>York Sunday News</b>	N	0
28	<b>York Technical Institute</b> Attn: Monica Young 1405 Williams Road York, PA 17402	N	0
29	<b>Yorktowne Business Institute</b> Attn: Michelle Boyd West Seventh Avenue York, PA 17404	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			82

**WARM-FM, WGLD-AM, WIOV-AM, WIOV-FM, WSBA-AM,  
WSOX-FM  
EEO PUBLIC FILE REPORT  
April 1, 2016-March 31, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Host Job Fair	<p>On June 28, 2016, our SEU hosted a job fair at the Park City Center in Lancaster, PA, that included 27 potential employers and was attended by approximately 300 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Sales Managers, Promotions Directors, Sales Assistant and an intern occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on all SEU stations.</p>
<b>2</b>	Host Job Fair	<p>On October 11, 2016 our SEU hosted a job fair at the York Galleria Mall in York, PA, that included 36 potential employers and was attended by approximately 250 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Sales Managers, Promotions Directors, Sales Assistant and an intern occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on all SEU stations.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>3</b>	Host Job Fair	<p>On March 29, 2017, our SEU hosted a job fair at the York Galleria Mall in York, PA, that included 35 potential employers and was attended by approximately 400 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Sales Managers, Promotions Directors, Sales Assistant and an intern occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on all SEU stations.</p>