

**WSBA(AM), WGLD(AM), WARM-FM, WIOV(AM), WIOV-FM and
WSOX(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
Sales Representative	1-24, 26, 30, 32-49	1
WARM Announcer	1-24, 26, 32-46	2
Sales Representative	1-26, 30, 32-49	25
Promotions Director	1-24, 26, 29, 32-45	29
Sales Representative	1-24, 26, 30, 32-49	46
Sales Representative	1-24, 26, 30, 32-49	48
Sales Representative	1-24, 26, 30, 32-50	50
Sales Representative	1-24, 26, 30, 32-49	48
Sales Representative	1-24, 26-27, 30, 32-50	50
Sales Representative	1-24, 26-27, 30, 32-49	48
Program Assistant/Sports Director	1-24, 26, 29-30, 32-49	29

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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	1
2	Station Website Postings <i>(all SEU stations)</i>	No	4
3	The Lancaster Chamber of Commerce & Industry Director of Placement Southern Market Center 100 South Queen Street, PO Box 1558 Lancaster, PA 17608-1558 Phone: 717-397-3531 Fax: 717-293-3159	No	0
4	York County Chamber of Commerce Director of Placement 96 South George Street, Suite 300 York, PA 17401	No	0
5	Hanover Area Chamber of Commerce Director of Placement 146 Carlisle Street Hanover, PA 17331 Phone: 717-637-6130	No	0
6	York College of Pennsylvania Career Services Center Country Club Road York, PA 17405 Phone: 717-815-1452 Contact: Ms. Alice Baldwin Email: abaldwin@ycp.edu	No	0
7	York County Office of Employment & Training 100 West Market Street 3rd. Floor York, PA 17401 Contact: Leslie Ness	No	0

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8	Baltimore Urban League 512 Orchard Street Baltimore, MD 21201 Contact: John Bugg	No	0
9	Howard University Dir. of Placement 2400 Sixth Street NW Washington, DC 20059	No	0
10	Morgan State University Attn: Dir. of Placement 17 E Cool Spring Lane Baltimore, MD 21251	No	0
11	Crispus Attucks Center Dir. of Placement 605 S. Duke Street York, PA 17403	No	0
12	Bowie State University 14000 Jericho Park Road Bowie, MD 21234 Contact: Ms. Alice Baldwin	No	0
13	Cheyney University of Pennsylvania Dir. of Placement 1837 University Circle PO Box 200 Cheyney, PA 19319	No	0
14	Coppin State College Dir. of Placement 2500 West North Avenue Baltimore, MD 21216	No	0
15	Spanish Community Association PO Box 1094 York, PA 17405 Contact: Paul Minnich	No	0

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16	York Technical Institute 1405 Williams Road York, PA 17402 Contact: Kathi Miller	No	0
17	Yorktowne Business Institute West Seventh Avenue York, PA 17404 Contact: Michelle Boyd	No	0
18	Goodwill Industries Dir. of Placement Harrisburg, PA 17101	No	0
19	F&M College Dir. of Placement PO Box 3003 Lancaster, PA 17604	No	0
20	Shippensburg University Contact: Gloria Fax: 717-477-4066	No	0
21	Penn State Dir. of Placement Fax: 814-865-0489	No	0
22	York County School of Technology Dir. of Placement Fax: 717-741-0694	No	0
23	United Way Drop In Center for the Unemployed Dir. of Placement 800 East King Street York, PA vandersloota@unitedway-york.org	No	0
24	West Chester University Dir. of Placement Fax: 610-436-3464	No	0

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25	Walk-In/Self-Referral	No	3
26	Internal Posting	No	7
27	<i>Intentionally Omitted</i>	<i>N/A</i>	<i>N/A</i>
28	Cumulus Media Website www.cumulusradio.com	No	0
29	All Access Website www.allaccess.com	No	2
30	Job Fair(s)/Open House(s) <i>(see Section III)</i>	No	5
31	Cumulus Business Managers BM@cumulus.com	No	0
32	Millersville University P.O. Box 1002 Millersville, PA 17551 Ms. Margo Sassaman Phone: 717-872-3312 Email: castudent@millersville.edu	No	0
33	Ohio Center for Broadcasting Contact: Gary James 5330 E. Main St. Ste 200 Columbus, OH 43213 Phone: 614-245-0555 Email only: gary@beonair.com	No	0
34	The Art Institute of York Pennsylvania 1409 Williams Drive York, PA 17402 Contact: Director of Career Services Phone: 717-755-2300	No	0

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35	Gettysburg College Center for Career Development 300 North Washington St., Campus Box 425 Gettysburg, PA 17325 Contact: Ms. Sandy Buhrman Phone: 717-337-6662 Email: Career@gettysburg.edu	No	0
36	Bloomsburg University Career Development Center 201 Student Service Center Bloomsburg, PA 17815 Contacts: Director of Placement Phone: 570-389-4070	No	0
37	Lebanon Valley College Career Services 101 North College Avenue Annville, PA 17003 Contact: Ms. Sharon Givler Phone: 717-867-6237 Email: careerservices@lvc.edu	No	0
38	Lock Haven University Career Services Akeley Hall, Room 114 Lock Haven, PA 17745 Contact: Ms. Paula Zener Phone: 570-484-2181 Email: PZener@lhup.edu	No	0

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39	Elizabethtown College Career Services Recruiting Coordinator One Alpha Drive Elizabethtown, PA 17022 Phone: 717-361-1206 Email: careerservices@etown.edu	No	0
40	Messiah College Career Center P.O. Box 4511 One College Avenue Grantham, PA 17027 Contact: Mr. Dwayne Keiffer Phone: 717-691-6016 Email: dkeiffer@messiah.edu	No	0
41	Dickinson College Career Center Box 1773 Carlisle, PA 17013 Contact: Ms. Tammy Heberlig Phone: 717-245-1069 Email: heberlit@dickinson.edu	No	0
42	Penn State University – Harrisburg Campus Career Services W117 Olmsted 777 West Harrisburg Pike Middletown, PA 17057 Contact: Ms. Colleen Guy Phone: 717-948-6260 Email: cmg11@psu.edu	No	0

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43	ITT Technical Institute Director of Career Services 449 Eisenhower Blvd.-Suite 100 Harrisburg, PA 17111 Contact: Susan Mangus Phone: (717) 565-1731 Fax: 717-565-1750 Email: smangus@itt-tech.edu	No	0
44	The Sheffield Institute for the Recording Arts Director of Education 13816 Sunnybrook Rd. Phoenix, MD 21131 Contact: Emma Fulton Phone: 410-628-7260, ext. 222 Email: emma@sheffieldav.com	No	0
45	Harrisburg Area Community College Website www.haac.edu 1 Haac Drive Harrisburg, PA 17110	No	0
46	Indeed Website www.indeed.com	No	7
47	Monster Website www.monster.com	No	2
48	Career Builder Website www.careerbuilder.com	No	8
49	Lancaster County Office of Aging 150 North Queen Street, Suite 415 Lancaster, PA 17603 Email: jonesdl@co.lancaster.pa.us	Yes <i>(as of 8/15/2013)</i>	0
50	Word-of-Mouth Referral	No	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			43

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	On April 17, 2013, our SEU hosted a Sales Career Expo at The Courtyard by Marriott in Lancaster, Pennsylvania. Our SEU's General and Sales Managers greeted attendees and talked with them about career opportunities in radio broadcasting with an emphasis on radio sales. Our Managers provided details about what is involved in selling time for a radio station/cluster, informing the attendees about open sales positions within the SEU. Interested attendees submitted resumes. This event was promoted on one or more of our SEU stations.
2	Host Job Fair	On April 18, 2013, our SEU hosted a Sales Career Expo at The Works in Wyomissing, Pennsylvania. Our SEU's General and Sales Managers greeted attendees and talked with them about career opportunities in radio broadcasting with an emphasis on radio sales. Our Managers provided details about what is involved in selling time for a radio station/cluster, informing the attendees about open sales positions within the SEU. Interested attendees submitted resumes. This event was promoted on one or more of our SEU stations.
3	Host Job Fair	On May 24, 2013, our SEU hosted a Sales Career Expo at Eichelberger Office Building in Hanover, Pennsylvania. Our SEU's General and Sales Managers greeted attendees and talked with them about career opportunities in radio broadcasting with an emphasis on radio sales. Our Managers provided details about what is involved in selling time for a radio station/cluster, informing the attendees about open sales positions within the SEU. Interested attendees submitted resumes. This event was promoted on one or more of our SEU stations.
4	Internship Program	From June 2013 to August 2013, our SEU hosted a student intern studying broadcast journalism at Edinboro University, Edinboro, Pennsylvania. The intern was supervised by our Promotions Director and learned about the many aspects of broadcasting, including promotions, marketing, advertising, and bookkeeping by working closely with SEU personnel in each department. The student was also able to seek career advice from station personnel.

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Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5 Host Job Fair	On June 26, 2013, our SEU hosted a Putting PA Back to Work Job Fair at Heritage Hotel and Loxley's in Lancaster, Pennsylvania. The SEU planned and implemented the fair and solicited participation from local employers. For two weeks prior to the event all SEU stations promoted the event over the air and on our websites. Our SEU also served as a participating employer. Our Sales Manager represented our SEU and provided attendees with information about careers in broadcasting and job openings within the SEU.
6 Host Open House	On July 30, 2013, our SEU hosted a sales open house at its facilities/studios in York, Pennsylvania. Attendees were introduced to staff members, listened to a presentation about selling radio time and toured the facilities/studios. Attendees were then separated into smaller groups so that they could easily discuss what a career in radio sales involves with our sales managers. Resumes were collected and each guest completed a questionnaire and application. SEU participants included our General and Sales Managers. This event was promoted on one or more of our SEU stations.
7 Host Job Fair	On March 5, 2014, our SEU hosted a Putting PA Back to Work Job Fair at The Eden Resort in Lancaster, Pennsylvania. The SEU planned and implemented the fair and solicited participation from local employers. For two weeks prior to the event all SEU stations promoted the event over the air and on our websites. Our SEU also served as a participating employer. Our Sales Manager represented our SEU and provided attendees with information about careers in broadcasting and job openings within the SEU.
8 Host Job Fair	On March 25, 2014, our SEU hosted a Putting PA Back to Work Job Fair at Heritage Hills Golf Resort in York, Pennsylvania. The SEU planned and implemented the fair and solicited participation from local employers. For two weeks prior to the event all SEU stations promoted the event over the air and on our websites. Our SEU also served as a participating employer. Our Sales Manager represented our SEU and provided attendees with information about careers in broadcasting and job openings within the SEU.