

**WSBA(AM), WGLD(AM), WARM-FM, WIOV(AM), WIOV-FM and  
WSOX(FM)**

**EEO PUBLIC FILE REPORT**

**April 1, 2014 – March 31, 2015**

**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>
Vice President/Market Manager	2-26, 29-45	25
Sales Representative	1-26, 28-44, 46	25
Sales Representative	1-26, 28-44, 46	1
Sales Representative	1-26, 28-44,46	1
Sales Representative	1-26, 28-44, 46	25
Promotions Director	1-24, 26, 29-44	26

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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	34
2	<b>Station Website Postings</b> <i>(all SEU stations)</i>	No	0
3	<b>The Lancaster Chamber of Commerce &amp; Industry</b> 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	<b>York County Chamber of Commerce</b> Director of Placement 96 South George Street, Suite 300 York, PA 17401 (717) 848-4000	No	0
5	<b>Hanover Area Chamber of Commerce</b> Director of Placement 146 Carlisle Street Hanover, PA 17331 Phone: 717-637-6130	No	0
6	<b>York College of Pennsylvania</b> Career Services Attn: Alice Baldwin Center Country Club Road York, PA 17405 Phone: 717-815-1452 Email: abaldwin@ycp.edu	No	0
7	<b>York County Office of Employment &amp; Training</b> Attn: Leslie Ness 100 West Market Street 3rd. Floor York, PA 17401 <u>Requested Mail only</u>	No	0

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8	<b>Baltimore Urban League</b> Attn: John Bugg 512 Orchard Street Baltimore, MD 21201 <u>Requested Mail only</u>	No	0
9	<b>Howard University</b> Director of Placement 2400 Sixth Street NW Washington, DC 20059 <u>Requested Mail only</u>	No	0
10	<b>Morgan State University</b> Director of Placement 17 E Cool Spring Lane Baltimore, MD 21251 <u>Requested Mail only</u>	No	0
11	<b>Crispus Attucks Center</b> Director of Placement 605 S. Duke Street York, PA 17403 <u>Requested Mail only</u>	No	0
12	<b>Bowie State University</b> Attn: Alice Baldwin 14000 Jericho Park Road Bowie, MD 21234 <u>Requested Mail only</u>	No	0
13	<b>Cheyney University of Pennsylvania</b> Director of Placement 1837 University Circle PO Box 200 Cheyney, PA 19319 <u>Requested Mail only</u>	No	0
14	<b>Coppin State College</b> Director of Placement 2500 West North Avenue Baltimore, MD 21216 <u>Requested Mail Only</u>	No	0

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15	<b>Spanish Community Association</b> Attn: Paul Minnich PO Box 1094 York, PA 17405 <u>Requested Mail only</u>	No	0
16	<b>York Technical Institute</b> Attn: Kathi Miller 1405 Williams Road York, PA 17402 <u>Requested Mail only</u>	No	0
17	<b>Yorktowne Business Institute</b> Attn: Michelle Boyd West Seventh Avenue York, PA 17404 <u>Requested Mail only</u>	No	0
18	<b>Goodwill Industries</b> Director of Placement 627 North Cameron Street Harrisburg, PA 17101 <u>Requested Mail Only</u>	No	0
19	<b>F&amp;M College</b> Director of Placement PO Box 3003 Lancaster, PA 17604	No	0
20	<b>Shippensburg University</b> Attn: Gloria Gardener Ceddia Union Building, Room 200 Shippensburg, PA 17257 Fax: 717-477-4066	No	0
21	<b>Penn State College of Education</b> Director of Placement 228 Chambers Building University Park, PA 16802 Fax: 814-865-0489	No	0

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22	<b>York County School of Technology</b> Director of Placement 2179 S. Queen Street York, PA 17402 Fax: 717-741-0694	No	0
23	<b>United Way Drop In Center for the Unemployed</b> Director of Placement 800 East King Street York, PA <a href="mailto:vandersloota@unitedway-york.org">vandersloota@unitedway-york.org</a>	No	0
24	<b>West Chester University</b> Director of Placement 700 South High St. West Chester, PA 19383 Fax: 610-436-3464	No	0
25	<b>Word-of-Mouth Referral</b>	No	11
26	<b>Internal Posting</b> ( <i>SEU Bulletin Board</i> )	No	2
27	<i>Intentionally Omitted</i>	-	-
28	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	No	0
29	<b>Cumulus Media Business Managers</b> <a href="mailto:BM@cumulus.com">BM@cumulus.com</a>	No	0
30	<b>Millersville University</b> Attn: Ms. Margo Sassaman P.O. Box 1002 Millersville, PA 17551 Phone: 717-872-3312 Email: <a href="mailto:castudent@millersville.edu">castudent@millersville.edu</a>	No	0
31	<b>The Art Institute of York Pennsylvania</b> 1409 Williams Drive York, PA 17402 Contact: Director of Career Services Phone: 717-755-2300	No	0

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32	<b>Gettysburg College</b> Center for Career Development Attn: Ms. Sandy Buhrman 300 North Washington St., Campus Box 425 Gettysburg, PA 17325 Phone: 717-337-6662 Email: Career@gettysburg.edu	No	0
33	<b>Bloomsburg University</b> Career Development Center Director of Placement 201 Student Service Center Bloomsburg, PA 17815 Phone: 570-389-4070	No	0
34	<b>Lebanon Valley College</b> Career Services Attn: Ms. Sharon Givler 101 North College Avenue Annville, PA 17003 Phone: 717-867-6237 Email: careerservices@lvc.edu	No	0
35	<b>Lock Haven University</b> Career Services Attn: Ms. Paula Zener Akeley Hall, Room 114 Lock Haven, PA 17745 Phone: 570-484-2181 Email: PZener@lhup.edu	No	0
36	<b>Elizabethtown College</b> Career Services One Alpha Drive Elizabethtown, PA 17022 Phone: 717-361-1206 Email: careerservices@etown.edu	No	0

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37	<b>Messiah College</b> Career Center Attn: Mr. Dwayne Keiffer P.O. Box 4511 One College Avenue Grantham, PA 17027 Phone: 717-691-6016 Email: dkeiffer@messiah.edu	No	0
38	<b>Dickinson College</b> Career Center Attn: Ms. Tammy Heberlig Box 1773 Carlisle, PA 17013 Phone: 717-245-1069 Email: heberlit@dickinson.edu	No	0
39	<b>Penn State University – Harrisburg Campus</b> Career Services Attn: Ms. Colleen Guy W117 Olmsted 777 West Harrisburg Pike Middletown, PA 17057 Phone: 717-948-6260 Email: cmg11@psu.edu	No	0
40	<b>ITT Technical Institute</b> Director of Career Services Attn: Susan Mangus 449 Eisenhower Blvd.-Suite 100 Harrisburg, PA 17111 Phone: (717) 565-1731 Fax: 717-565-1750 Email: smangus@itt-tech.edu	No	0
41	<b>The Sheffield Institute for the Recording Arts</b> Director of Education Attn: Emma Fulton 13816 Sunnybrook Rd. Phoenix, MD 21131 Phone: 410-628-7260, ext. 222 Email: emma@sheffieldav.com	No	0

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42	<b>Harrisburg Area Community College</b> Career Center 1 Haac Drive Harrisburg, PA 17110	No	0
43	<b>Lancaster County Office of Aging</b> Career Center 150 North Queen Street, Suite 415 Lancaster, PA 17603 Email: jonesdl@co.lancaster.pa.us	Yes	0
44	<b>Christopher Simonton, Jr.</b> <b>C/O York PA Productions</b> 758 West King Street 2 <sup>nd</sup> Floor Side York, PA 17404	Yes	0
45	<b>MediaOnePA/York Sunday News Newspaper</b> P.O. Box 65240 Colorado Springs, CO 80962 Phone: 855-664-5862	No	0
46	<b>LinkedIn.com</b>	No	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			49



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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Host Job Fair	On June 26, 2014, our SEU hosted a Putting PA Back to Work Career Fair at Park City Center 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. There was also a flier sent to PA Career Link to advertise this event. 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.
2	Internship Program	From May 2014 to August 2014, our SEU hosted a student intern studying Music Business at Lebanon Valley College, Lebanon, 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.
3	Host Job Fair	On September 10, 2014, our SEU hosted a Putting PA Back to Work Career Fair at Park City Center 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.
4	Host Job Fair	On March 3, 2015, our SEU hosted a Putting PA Back to Work Career Fair at Park City Center 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.

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<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
Host Open House	On March 31, 2015, our SEU hosted a Sales Open House at its facilities/studios in York, Pennsylvania. Attendees were introduced to our General and Sales Managers, listened to a presentation about selling radio time and toured the facilities/studios. Resumes were collected and guests 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.