

WAEB, WAEB-FM, WSAN, WZZO
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	2-3, 5-7, 10-12	3
Account Executive	2, 5-7, 10-11	10
General Sales Manager	1-3, 6-7	6
Account Executive	1-3, 6-8, 10	1
Account Executive	1-3, 6-8, 10	8
Account Executive	1-3, 6-8, 10	3
Sales Support	2-3, 6-8, 10	3
Outside Account Executive-Base + Commission	2, 4-11	8

WAEB, WAEB-FM, WSAN, WZZO**EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Current Employee	N	3
2	DirectEmployers.org (Association distributing job postings to state workforce agencies throughout the US and diversity oriented job boards) 9002 N. Purdue Rd. Ste. 100 Indianapolis, Indiana 46268 Phone : (317) 874-9055 Email : aj@directemployers.org AJ Selvey	N	0
3	Employee Referral	N	4
4	EntertainmentCareers.net c/o Wilson HCG 400 N Ashley Dr. #3000 Tampa, Florida 33602 Url : http://www.entertainmentcareers.net Daniel Glozer Manual Posting	N	0
5	Hispanic American Organization 462 Walnut St. Allentown, Pennsylvania 18102 Phone : 610-435-5334 Url : www.hao-lv.org Fax : 1-610-435-2131 Career Services	N	0
6	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	2
7	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
8	Indeed.com - Not Directly Contacted by SEU	N	4

WAEB, WAEB-FM, WSAN, WZZO**EEO PUBLIC FILE REPORT****April 1, 2016 - March 31, 2017****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Jobspider.com c/o Wilson HCG 400 N Ashley Dr. #3000 Tampa, Florida 33602 Phone : 813-984-3900 Url : http://www.jobspider.com Daniel Glozer Manual Posting	N	0
10	On Air Recruitment (one or more SEU stations) 1541 Alta Drive Whitehall, Pennsylvania 18052 Phone : 610-841-7211 Matthew Gruppo Manual Posting	N	1
11	PA CareerLink - Lehigh Valley P.O. Box 20490 Lehigh Valley, Pennsylvania 18002 Phone : 610-437-5627 Fax : 1-610-434-4122 Career Services	N	0
12	Unknown (source not adequately identified upon inquiry by SEU)	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

WAEB, WAEB-FM, WSAN, WZZO
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/10/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a Job Shadowing for a Local High School Student. The student shadowed a Program Director & witnessed the day-to-day duties of the radio station.	1	Program Director
2	6/3/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a Job Shadowing for a Student from the University of Pittsburgh. The student shadowed a Program Director & witnessed the day-to-day duties of the radio station.	1	Program Director
3	7/9/2016	Participation in events or programs sponsored by educational institutions	A member of our SEU's Program Director Team served as a guest lecturer at a radio class at Bloomsburg University of Pennsylvania. The lecture's topics included discussing "The Digital Program Director" & Career Opportunities in Broadcasting.	1	Program Director
4	12/16/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a Job Shadowing for a Student at Northampton Community College. The student shadowed a Program Director & witnessed the day-to-day duties of the radio station.	1	Program Director
5	3/24/2017	Participation in Job Fairs	Our SEU attended a job fair hosted by Penn State University. Our SEU participants included our Sales Manager & Region President.	2	Region President General Sales Manager