

**WHKF, WHP, WRBT, WRVV, WTKT**  
**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- 100% Commission	1-4	2
Account Executive - 100% Commission	1, 3-4, 6	3
Sales Support	1, 3-5, 7	5

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### 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	DirectEmployers.org 9002 N Purdue Rd. Ste 100 Indianapolis, Indiana 46268 Url : <a href="http://www.directemployers.org">http://www.directemployers.org</a> AJ Selvey Manual Posting	(Association distributing job postings to state workforce agencies throughout the US) N	0
2	Employee Referral Pennsylvania Career Services	N	1
3	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	1
4	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
5	Indeed.com	N	1
6	On-Air Announcements (one or more SEU stations) Pennsylvania Career Services	N	1
7	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	7/19/2017	Participation in events or programs sponsored by educational institutions	Our SEU participated in the 2017 Radio Talent Institute at Bloomsburg University. Our SEU participants included a Program Director & SVP of Programming.	2	Program Director SVP of Programming
2	9/16/2017	Hosting of Job Fair	Our SEU hosted a job fair at the Harrisburg Mall in Harrisburg, PA. Station participants included our Sales Managers & Account Executives, who helped to solicit local participating employers, assisted with job fair logistics, and set up booths. Our SEU also promoted the event via on-air announcements and participated in the event as a local employer, discussing careers in radio with interested attendees.	2	Sales Manager Account Executive
3	10/5/2017	Participation in Job Fairs	Our SEU attended a job fair hosted by Shippensburg University. Our SEU participants included our Sales Manager & SVP of Sales.	2	Sales Manager SVP Of Sales
4	2/24/2018	Hosting of Job Fair	Our SEU hosted a job fair at the Harrisburg Mall in Harrisburg, PA. Station participants included our Sales Managers & Account Executives, who helped to solicit local participating employers, assisted with job fair logistics, and set up booths. Our SEU also promoted the event via on-air announcements and participated in the event as a local employer, discussing careers in radio with interested attendees.	2	Sales Manager Account Executive
5	3/16/2018	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	Sales Manager Region President