

WAEB, WAEB-FM, WSAN, WZZO
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive-Base + Commission	1-9	6

WAEB, WAEB-FM, WSAN, WZZO**EEO PUBLIC FILE REPORT****April 1, 2017 - March 31, 2018****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	DirectEmployers.org (Association distributing job postings to state workforce agencies throughout the US) 9002 N. Purdue Rd. Ste. 100 Indianapolis, Indiana 46268 Phone : (317) 874-9055 Url : http://www.directemployers.org Email : aj@directemployers.org AJ Selvey	N	0
2	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
3	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
4	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	0
5	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
6	Indeed.com - Not Directly Contacted by SEU	N	2
7	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	On Air Recruitment (one or more SEU stations) 1541 Alta Drive Whitehall, Pennsylvania 18052 Phone : 610-841-7211 Matthew Gruppo Manual Posting	N	0
9	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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 on July 19th, 2017. Our SEU participants included SVP of Programming.	1	SVP of Programming
2	9/20/2017	Hosting of Job Fair	Our SEU hosted a job fair at the Best Western in Bethlehem, PA. Station participants included our Operations and Sales Managers, 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.	3	Sales Manager Sales Manager Operation Manager
3	3/5/2018	Participation in events sponsored by community groups	Our SEU participated in a Local Community Event at First Presbyterian Church, Bethlehem PA on March 5th 2018. We spoke to Local High School Senior's about Radio & the iHeartRadio App. Our SEU participants included our On-Air Talent & Program Director.	2	B104 On-Air Talent Program Director
4	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
5	3/28/2018	Hosting of Job Fair	Our SEU hosted a job fair at the Best Western in Bethlehem, PA. Station participants included our Operations and Sales Managers, 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.	4	Sales Manager Sales Manager Program Director Operations Manager