

WBLJ-FM, WBYL, WKSB, WRAK, WRKK, WVRT, WVRZ**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****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
Sr Account Executive	3-5, 10-12	4
Sales Support/Office Manager	1-9, 12	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Career Link 329 PINE ST. WILLIAMSPORT, Pennsylvania 17701 Phone : 570-601-5942 Url : WWW.JOBGATEWAY.PA.GOV Email : ra-cwds-batch-inter@state.pa.us Career Services	N	0
2	Chamber of Commerce 100 W. 3RD ST. WILLIAMSPORT, Pennsylvania 17701 Phone : 5703202013 Email : jfink@williamsport.org JASON FINK	N	0
3	DirectEmployers.org (association distributing job postings to state job banks) 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
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	1
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	5
7	Penn State University 502 Walker Buidling 130 South 5th Street State College, Pennsylvania 16801 Phone : 814.865.0478 Email : ggk2@psu.edu Ginger Kowlchuk	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	Pennsylvania Broadcasters Association 8501 Paxton St. Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Email : gponti@pab.org Fax : 1-717-482-1111 Richard Wyckoff	N	0
9	Pennsylvania State University 208 Carnegie Building University Park University Park, Pennsylvania Phone : 814-863-6081 Fax : 1-814-863-8044 Joseph Selden	N	0
10	Station Website (navigation link to corporate careers website on one or more SEU stations) 1559 W. 4th St. Williamsport, Pennsylvania 17701 Phone : 570-327-1400 Url : www.wksb.com Email : kfidler@iheartmedia.com Kathryn Fidler	N	0
11	Unknown (source not adequately identified upon inquiry by SEU)	N	1
12	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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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	7/18/2018	Participation in events or programs sponsored by educational institutions	Our SEU participated in the 2018 Radio Talent Institute at Bloomsburg University on July 18th, 2018. We spoke to College Students & answered questions about Radio Broadcasting, the iHeartRadio App & Podcast Shows. Our SEU participants included SVP of Programming.	1	RSVP of Programming
2	3/15/2019	Participation in events or programs sponsored by educational institutions	On March 15, 2019, our SEU participated in the West Branch Susquehanna Builders Association Home Show sponsored by Lycoming College Keiper Recreation Center. SEU representatives answered questions from attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. Resumes were collected from interested attendees. SEU participants included Sales Manager, Sales Executive & Programming/Promotion Staff.	4	Sales Manager Account Executive Promotions Director SVP Programming
3	3/15/2019	Participation in Job Fairs	On March 15, 2019, our SEU participated in a career fair sponsored by the Pennsylvania State University. SEU representatives answered questions from attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. Resumes were collected from interested attendees. SEU participants included Sales Manager and Sales Executives.	2	Area President Sales Manager
4	3/21/2019	Participation in other activities designed by the station employment unit	Our SEU participates in teaching students at Lycoming College; a Local Non-Profit Education Radio Station WRLC-FM. We meet regularly once a week during the School Semesters. Our SEU is involved with staffing the Radio Station & all aspects of On-Air Training. The students learn about the Marketing & Advertising associated with their Radio Station. Our SEU has regular meetings with the College, regarding the status of the Radio Station & how the Students are understanding Broadcast Radio.	1	Senior Account Executive

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5	3/28/2019	Hosting of Job Fair	On March 28, 2019, our SEU hosted a career fair in conjunction at Lycoming Mall in Muncy, Pennsylvania. Our SEU was involved in securing the space, soliciting local employers and organizing all logistical aspects of the event as well as participating as an exhibitor. SEU representatives talked with attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. Resumes were collected from interested attendees. SEU participants included Sales Managers and Sales Executives. This event was promoted on one or more SEU stations.	4	Sales Manager Account Executive Account Executive Account Executive
6	3/28/2019	Participation in Job Fairs	On March 28, 2019, our SEU participated in a career fair sponsored by Central Susquehanna Opportunities, Inc. SEU representatives answered questions from attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. Resumes were collected from interested attendees. SEU participants included Sales Manager and Sales Executives.	2	Sales Manager Account Executive