

WAEB, WAEB-FM, WSAN, WZZO
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
Outside Account Executive - Allentown PA	2-3, 5-7, 9-10	3
Outside Account Executive - Allentown PA	1, 5-10	8
Outside Account Executive - Allentown PA	1, 5-10	1
Account Executive - Base + Commission	4-6, 9-10	4
Account Executive (Near Allentown PA)	4-6, 9-10	4

WAEB, WAEB-FM, WSAN, WZZO**EEO PUBLIC FILE REPORT****April 1, 2018 - March 31, 2019****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	Career Fair	N	2
2	DirectEmployers.org 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
3	Employee Referral	N	1
4	Employee Referral Pennsylvania Career Services	N	2
5	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
6	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
7	Indeed.com	N	5
8	Linked In	N	1
9	On Air Recruitment (one or more SEU stations) 1541 Alta Drive Whitehall, Pennsylvania 18052 Phone : 610-841-7211 Matthew Gruppo Manual Posting	N	1
10	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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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 15th - 18th, 2018. Our SEU participants included Programming Staff.	2	RSVP of Programming Program Director
2	9/19/2018	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 Operations Manager Program Director
3	3/15/2019	Participation in Job Fairs	Our SEU attended a job fair hosted by Penn State University. Our SEU participants included our Sales Manager, President & Programming Staff.	3	Area President Region President RSVP of Programming
4	3/16/2019	Sponsorship of events in the community designed to increase public awareness	Our SEU participated in the "Women in Radio" event held at The National Museum of Industrial History on March 16th, 2018. We spoke & answered questions about Radio Broadcasting, the iHeartRadio App & Podcast Shows. Our SEU participants included Programming Staff Members.	2	Program Director On-Air Talent
5	3/27/2019	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 Operation Manager Program Director