

**WHKF, WHP, WRBT, WRVV, WTKT**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 - March 31, 2017**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Exeutive	8, 10-12	8
Sales Assistant	8, 10-12, 15, 20	12
Account Executive	1-12, 14-19, 21-25	12
Account Executive	1-11, 14, 16-19, 21-25	8
Sales Support	2-11, 13-14, 16-19, 21-25	8

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**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	AM/FM Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 761-754-8177 Email : jobs@amfmjobs.com Mark Holloway	N	0
2	Broadcasting and Cable 5700 Wilshire Blvd. Ste. 120 Los Angeles, California 90036 Phone : 323-965-2089 Email : katie.rosa@reedbusiness.com Katie Rosa	N	0
3	Broadcasting Institute of Maryland 7200 Hartford Rd. Baltimore, Maryland 21234 Phone : 410-254-2770 Email : nb@bim.org Fax : 1-800-942-9246 Norman Brooks	N	0
4	Central Pennsylvania College College Hall & Valley Rds. Summerdale, Pennsylvania 17093 Phone : 717-728-2262 Email : stevehassinger@centralpenn.edu Steve Hassinger	N	0
5	Connecticut School of Broadcasting One Mall Dr. Suite 203 Cherry Hill, New Jersey Phone : 856-755-1200 Email : CSBCherryHill@gocsb.com Hope Willis	N	0
6	Dickinson College - Career Center Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Email : career@dickinson.edu Tammy Heberlig	N	0
7	Elizabethtown College - Career Services One Alpha Dr. Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Email : careerservices@etown.edu Career Services	N	0

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8	Employee Referral	N	5
9	Gettysburg College - Center for Career Development 300 N. Washington St. Campus Box 425 Gettysburg, Pennsylvania 17325 Phone : 717-337-6662 Email : Career@gettysburg.edu Sandy Buhrman	N	0
10	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
11	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
12	Indeed.com - Not Directly Contacted by SEU	N	9
13	ITT Technical Institute 5020 Louise Dr. Mechanicsburg, Pennsylvania 17055 Phone : 717-691-9263 Email : DStudy@itt-tech.edu David Study	N	0
14	Lebanon Valley College - Career Services 101 North College Ave. Annville, Pennsylvania 17003 Phone : 717-867-6237 Email : careerservices@lvc.edu Sharon Givler	N	0
15	Linked In	N	2
16	Lock Haven University - Career Services Akeley Hall, Room 114 Lock Haven, Pennsylvania 17745 Phone : 570-484-2181 Email : Pzener@lhup.edu Paula Zener	N	0

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17	Lycoming College 700 College Place Campus Box 154 Williamsport, Pennsylvania 17701 Phone : 570-321-4034 Email : cdc@lycoming.edu Peggy Kimble	N	0
18	Messiah College - Career Center P.O. Box 4511 One College Ave. Grantham, Pennsylvania 17027 Phone : 717-691-6016 Email : dkeiffer@messiah.edu Dwayne Keiffer	N	0
19	Millersville University P.O. Box 1002 Millersville, Pennsylvania 17551 Phone : 717-872-3312 Email : castudent@millersville.edu Margo Sassaman	N	0
20	On-Air Announcement (One or More SEU Stations)	N	1
21	Penn State Univ. Harrisburg Campus (Career Serv.) W117 Olmsted - 777 W. Harrisburg Pike Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : cmg11@psu.edu Colleen Guy	N	0
22	Penn State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : CMS324@psu.edu Collette Sacolick	N	0
23	Temple University 1913 N. Broad St., 2nd Floor Philadelphia, Pennsylvania 19122 Phone : 215-204-4477 Email : Kathy.Francis@temple.edu Fax : 1-215-204-4462 Kathy Frances	N	0

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24	Wilson College (Career Development) 1015 Philadelphia Ave. Chambersburg, Pennsylvania 17201 Phone : 717-260-2006 X 3314 Email : career@wilson.edu Heather Drumm	N	0
25	York College of PA (Career Services) Center Country Club Rd. York, Pennsylvania 17405 Phone : 717-815-1452 Email : abaldwin@ycp.edu Alice Baldwin	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>17</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	7/14/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in the 2016 Radio Talent Institute at Bloomsburg University July 11-14th 2016. Our SEU participants included a Program Director & SVP Of Programming.	2	Program Director SVP Of Programming
2	9/22/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in a Radio Lecture at Penn State Harrisburg Campus. Our SEU participants included our Program Director.	1	Program Director
3	10/27/2016	Participation in events sponsored by community groups	Our SEU participated in the West Shore Chamber of Commerce Foundations Junior Leadership Program. Our SEU participants included SVP Of Programming.	1	SVP Of Programming
4	3/24/2017	Participation in Job Fairs	Our SEU attended a job fair hosted by Penn State University. The SEU participants included our Sales Manager & Region President.	2	Region President General Sales Manager
5	3/31/2017	Participation in events sponsored by community groups	A member of our SEU's Program Team served as a guest lecturer at a Media Seminar in the Harrisburg Community. The lecture's topics included discussing "Working With Media".	1	SVP Of Programming