

**WLAN, WLAN-FM, WRAW, WRFY-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 - March 31, 2020**

**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	1-15, 17-19	10
Account Executive	1-15, 17-19	11
Account Executive	1, 3-9, 14-19	9

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Albright College PO Box 15234 Reading, Pennsylvania 19612 Phone : 610-921-7630 Email : elcdc@albright.edu Fax : 1-610-921-7635 Sandy Behm	N	0
2	Berks County Career Link 1920 Kutztown Road Reading, Pennsylvania 19604 Phone : 610-988-1329 Url : www.jobgateway.pa.gov Email : mreisman@bccl.org Michael Reisman	Y	0
3	Broadcast Institute of Maryland 7200 Hartford Rd Baltimore, Maryland 21234 Phone : 410-254-2770 Email : nb@bim.org Norm Brooks	Y	0
4	Capital Region Career Link 349 Wiconisco St Harrisburg, Pennsylvania 17110 Phone : 717-920-2852 Email : lrank@wibpa.org Fax : 1-717-772-0640 Lori Rank	Y	0
5	Central Penn College Campus on College Hill Summerdale, Pennsylvania 17093 Phone : 717-728-2262 Email : stevehassinger@centralpenn.edu Steve Hassinger	Y	0
6	Connecticut School of Broadcasting 1 Cherry Hill #203 Cherry Hill, New Jersey 8002 Phone : 856-755-1200 Email : CSBCherryHill@gocsb.com Hope Willis	Y	0

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7	Dickinson College Career Center Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Url : <a href="https://www.myinterfase.com/dickinsoncollege/home.aspx">https://www.myinterfase.com/dickinsoncollege/home.aspx</a> Email : <a href="mailto:career@dickinson.edu">career@dickinson.edu</a> Tammy Heberlig	N	0
8	Elizabethtown College Career Services One Alpha Dr Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Email : <a href="mailto:careerservices@etown.edu">careerservices@etown.edu</a> Recruiting Coordinator	N	0
9	Employee Referral	N	2
10	Indeed.com - Not Directly Contacted by SEU	N	4
11	Internal Candidate	N	1
12	Job posting on internet	N	1
13	LinkedIn / Word of Mouth	N	1
14	Messiah College Career Center Box 4511 One College Ave Grantham, Pennsylvania 17027 Phone : 717-691-6016 Email : <a href="mailto:dkeiffer@messiah.edu">dkeiffer@messiah.edu</a> Dwayne Keiffer	N	0
15	Penn State Harrisburg Campus Career Services0 777 West Harrisburg Pike Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : <a href="mailto:cmg11@psu.edu">cmg11@psu.edu</a> Collen Guy	N	0
16	Station Website Posting (One or More SEU Stations)	N	1

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17	Temple University 1913 N Broad St 2nd floor Philadelphia, Pennsylvania 19122 Phone : 215-204-4477 Url : <a href="http://www.temple.edu/provost/careercenter/docs/employers/Full-Time-Policy.pdf">http://www.temple.edu/provost/careercenter/docs/employers/Full-Time-Policy.pdf</a> Email : Kathy.Francis@temple.edu Fax : 1-215-204-4462 Kathy Francis	Y	0
18	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
19	York College of PA Country Club Rd York, Pennsylvania 17405 Phone : 717-815-1908 Email : abaldwin@ycp.edu Alice Baldwin	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</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	4/27/2019	Hosting of Job Fair	Our SEU hosted a CDL job fair at the Harrisburg Mall in Harrisburg, PA. Our SEU was involved in securing the space , soliciting local employers and organizing all aspects of the event as well as participating as an exhibitor.	1	Sales Manager
2	5/24/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Reading Northeast Middle School career fair Reading, PA. One of our on-air staff members for WRAW spoke to students about careers in radio.	1	WRAW on air personality
3	10/3/2019	Participation in Job Fairs	Our SEU participated in the Shippensburg University career fair Shippensburg, PA. Our sales manager spoke with people interested in a career in broadcasting, accepted resume, discussed employment opportunities and handed our information about iHearMedia.	1	Sales Manager
4	12/13/2019	Participation in events or programs sponsored by educational institutions	Our SEU participated in John Harris High School for their Media Career Fair in Harrisburg, PA. Our regional program director spoke about opportunities in Radio for the entire Allentown/Harrisburg region.	1	Regional SVP of Progaming