

WHKF, WHP, WRBT, WRVV, WTKT
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive	1-3, 5-9, 15, 18-24, 27-31	27
Outside Account Executive	1-3, 5-9, 15, 18-24, 27-31	15
Sales Support	1-10, 12-13, 18, 20-25, 28-31	13
Digital Sales Specialist	1-3, 5-9, 13-15, 18, 20-24, 28-31	13
Sales Support	1-3, 5-9, 12, 15, 17-18, 20-24, 26, 28-31	17
Outside Account Executive	1-3, 5-12, 16, 18, 20-24, 27-31	10
Sales support /receptionist	1-9, 12-13, 18, 20-24, 28-31	13

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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	Bureau of Workforce Development Partnership 7th & Forster Sts. 12th Floor Harrisburg, Pennsylvania 17120 Phone : 717-787-3354 Email : jrabenhold@state.pa.us Jim Rabenhold	N	0
5	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	N	0
6	Central Pennsylvania College College Hall & Valley Rds. Summerdale, Pennsylvania 17093 Phone : 717-728-2262 Email : stevehassinger@centralpenn.edu Steve Hassinger	N	0

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7	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
8	Dickinson College - Career Center Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Email : career@dickinson.edu Tammy Heberlig	N	0
9	Elizabethtown College - Career Services One Alpha Dr. Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Email : careerservices@etown.edu Career Services	N	0
10	Employee Referral	N	2
11	Former Employee Referral	N	1
12	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
13	Indeed.com - Not Directly Contacted by SEU	N	9
14	Internal Candidate	N	1
15	Internal Transfer/Promotion	N	3
16	Job Board	N	1
17	Job posting on internet	N	1
18	Lebanon Valley College - Career Services 101 North College Ave. Annville, Pennsylvania 17003 Phone : 717-867-6237 Email : breencenter@lvc.edu Sharon Givler	N	0
19	LinkedIn-Not directly contacted by SEU	N	1

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20	Lycoming College 700 College Place Campus Box 154 Williamsport, Pennsylvania 17701 Phone : 570-321-4034 Email : cdc@lycoming.edu Peggy Kimble	N	0
21	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
22	Millersville University P.O. Box 1002 Millersville, Pennsylvania 17551 Phone : 717-872-3312 Email : castudent@millersville.edu Margo Sassaman	N	0
23	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
24	Penn State University 208 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-4349 Email : CMS324@psu.edu Collette Sacolick	N	0
25	Sheffield Institute of Recording Arts 13816 Sunnybrook Rd. Phoenix, Maryland 21131 Phone : 410-628-7260 Email : jared@sheffieldav.com Career Services	N	0
26	Shippensburg University (Career Services) 1871 Old Union Dr. Shippensburg, Pennsylvania 19257 Phone : 717-477-1521 Email : ladavis@sheffieldav.com Career Services	N	0
27	Station Website	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	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
29	Wilson College (Career Development) 1015 Philadelphia Ave. Chambersburg, Pennsylvania 17201 Phone : 717-260-2006 X 3314 Email : career@wilson.edu Heather Drumm	N	0
30	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
31	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			21

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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	4/26/2019	Participation in events or programs sponsored by educational institutions	SEU hosted Tyler Smith from Penn Manor Middle School for a job shadow. Our promotions director guided Tyler through our station facilities for a "behind-the-scenes" look at the broadcast operations, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting and employment opportunities in broadcasting.	1	Promotions Director
2	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
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 Programing