

WRAW, WRFY-FM¹
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
Account Executive	1-15	10

¹ As of April 1, 2021, stations WLAN(AM), Lancaster, PA (Fac. ID # 52260) and WLAN-FM, Lancaster, PA (Fac. ID # 52259) moved and were consolidated with a station employment unit based in Harrisburg, PA.

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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	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	Broadcast Institute of Maryland 7200 Hartford Rd Baltimore, Maryland 21234 Phone : 410-254-2770 Email : nb@bim.org Norm Brooks	Y	0
3	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
4	Central Penn College Campus on College Hill Summerdale, Pennsylvania 17093 Phone : 717-728-2262 Email : stevehassinger@centralpenn.edu Steve Hassinger	Y	0
5	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
6	Dickinson College Career Center Box 1773 Carlisle, Pennsylvania 17013 Phone : 717-245-1069 Url : https://www.myinterfase.com/dickinsoncollege/home.aspx Email : career@dickinson.edu Tammy Heberlig	N	0

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7	Elizabethtown College Career Services One Alpha Dr Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Email : careerservices@etown.edu Recruiting Coordinator	N	0
8	Employee Referral	N	1
9	Job/Career Fair - See Section III	N	2
10	LinkedIn - Not directly contacted by SEU	N	2
11	Messiah College Career Center Box 4511 One College Ave Grantham, Pennsylvania 17027 Phone : 717-691-6016 Email : dkeiffer@messiah.edu Dwayne Keiffer	N	0
12	Penn State Harrisburg Campus 777 West Harrisburg Pike Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : cmg11@psu.edu Collen Guy	N	0
13	Temple University 1913 N Broad St 2nd floor Philadelphia, Pennsylvania 19122 Phone : 215-204-4477 Url : http://www.temple.edu/provost/careercenter/docs/employers/Full-Time-Policy.pdf Email : Kathy.Francis@temple.edu Fax : 1-215-204-4462 Kathy Francis	Y	0
14	Unknown (source not adequately identified upon inquiry by SEU)	N	1
15	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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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	10/21/2021	Participation in Job Fairs	On October 20, 2021, our SEU participated in the virtual 2021 Klein Career & Internship Fair at Temple University in Phila, PA. Our Vice President of Sales discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	VP of sales
2	2/14/2022	Provision of training to management	In February, 2022 our SEU's Program Director took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Program director
3	2/17/2022	Participation in Job Fairs	On February 17, 2022, our SEU participated in the virtual 2022 Klein Career & Internship Fair at Temple University in Phila, PA. Our Vice President of Sales discussed careers in radio with interested attendees and employment opportunities at iHeartMedia	1	VP of sales
4	2/28/2022	Participation in Job Fairs	On February 28, 2022, our SEU participated in a virtual career fair at Penn State University. Our Vice President of Sales spoke with interested attendees about careers in radio and employment opportunities at iHeartMedia.	1	VP of sales
5	3/1/2022	Participation in events sponsored by organizations representing the community	On March 1, 2022, our SEU participated in Penn United Force FC Career Night. Our Vice President of Sales spoke to student athletes about careers in radio and what requirements are needed to apply for open positions with iHeartMedia.	1	VP of sales

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6	3/9/2022	Participation in events or programs sponsored by educational institutions	On March 9, 2022, our SEU participated in a job shadowing event at our SEU's facilities for students from Governor Mifflin High School. Students were able to shadow our On-Air Talent during our SEU's morning show and were instructed on how to run the board, edit audio, make social media posts, and all other aspects of their daily morning show work. The students also spent some time learning how to voice-track a show and work on production.	1	On air talent