

**WXTA(FM), WRIE(AM), WXKC(FM), WQHZ(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 – March 31, 2024**

**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 – 55	30
On-Air Talent	1 – 29, 31 – 55	1
Local Sales Manager	1 – 55	1

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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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	5
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0

<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>
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	3
31	<b>PA CareerLink - Erie County</b> 1647 Sassafras Street Erie, PA 16502 814-455-9966 Jmiceli@pa.gov	N	0
32	<b>PA Office of Vocational Rehabilitation</b> 651 Boas Street, 7th Floor Harrisburg, PA 17102 215-557-7112 admin@equalemployment.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>Barber National Institute</b> 100 Barber Place Erie, PA 16507 814-453-7661 steved@barberinstitute.org BNIerie@barbemi.org	N	0
34	<b>Greater Erie Community Center</b> 18 W 9th Street Erie, PA 16502 814-459-4581 amccoy@gecac.org hsa watsky@gecac.org	N	0
35	<b>Office of Vocational Rehabilitation</b> 3200 Lovell Place Erie, PA 16503 (800) 541-0721 thwellingt@state.pa.us	N	0
36	<b>Gaudenzia Crossroads</b> 414 W 5th Street Erie, PA 16507 (814) 217-1717 bvincent@gecac.org eharmon@gaudenzia.org	N	0
37	<b>Safenet Inc.</b> 1702 French Street Erie, PA 16501 (814) 454-8161 scanston@safeneterie.org lmartz@safeneterie.org	N	0
38	<b>Saint Martin Center Inc.</b> 1701 Parade Street Erie, PA 16503 (814) 452-6113 rza wacki@stmartincenter.org jhancock@stmartincenter.org	N	0
39	<b>Family Services of NW PA</b> 5100 Peach Street Erie, PA 16509 (814) 866-4500 tammiew@fsnwpa.org samendola@fsnwpa.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	<b>Triangle Tech (Erie)</b> 2000 Liberty Street Erie, PA 16502 8144536016 Mspilko@triangle-tech.edu	N	0
41	<b>Northwest Regional Technology Institute</b> 3104 State Street Erie, PA 16508 8144554446 director@nwrti.com	N	0
42	<b>Erie County Technical School</b> 8500 Oliver Road Erie, PA 16509 8144648600 eshaffer@ects.org	N	0
43	<b>Central Career and Technical School</b> 3325 Cherry Street Erie, PA 16508 8148746270 sburr@eriesd.org	N	0
44	<b>Dr. Gertrude A. Barber International Institute</b> 136 East Avenue Erie, PA 16507 (814) 453-7661 bnierie@barberinstitute.org	N	0
45	<b>Edinboro University of Pennsylvania</b> Career Services, 106 McNerney Hall Edinboro, PA 16412 (814) 732-2761 jgallagher@edinboro.edu	N	0
46	<b>Erie Business Center</b> 246 West Ninth Street Erie, PA 16501 8144567504 michelle.coon@eriebc.edu	N	0
47	<b>Erie Institute of Technology</b> 940 Millcreek Mall Erie, PA 16565 (814) 868-9900 jamie.murphy@erieit.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	<b>Gannon University</b> Career Services, 109 University Square Erie, PA 16541 (814) 871-7680 cdes@gannon.edu	N	0
49	<b>Great Lakes Institute of Technology</b> Career and Student Services 5100 Peach Street Erie, PA 16509 8148646666 carlr@glit.edu	N	0
50	<b>Mercyhurst College</b> Career Services 501 East 38th Street Erie, PA 16504 (814) 824-3027 jolszowka@meryhurst.edu frizzone@mercyhurst.edu	N	0
51	<b>Opportunities Unlimited of Erie</b> 2185 W. 8th Street Erie, PA 16505 (814) 878-3433 cmyers@ouerie.org	N	0
52	<b>Opportunities Unlimited of Erie Stairways Behavioral Health</b> 2185 West 8th Street Erie, PA 16505 8884535806 Info@NewOpportunitiesEAP.org	N	0
53	<b>Wounded Warrior Project</b> 600 River Avenue, Ste. 400 Pittsburgh, PA 15212 412-385-5309 mhuber@woundedwarriorproject.org	N	0
54	<b>Martin Luther King Center</b> 312 Chesnut Street Erie, PA 16507 (814) 459-2761 bmlkcenter@aol.com	N	0
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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2023, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HIS) entitled, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
<b>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, <i>Microaggressions</i> and <i>Tokenism</i> . The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
<b>3</b>	Management-level training regarding Diversity, Equity, and Inclusion	On April 20, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its Director of Centralized HR Operations & Talent Acquisition entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
5	Management-level training regarding Diversity, Equity, and Inclusion	On August 4, 2023, our SEU's Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Privilege &amp; Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a "DEI Practice Lab" that focused on Privilege and Access.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October/November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
7	Management-level training regarding Diversity, Equity, and Inclusion	On November 15, 2023, our SEU's Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Advocacy &amp; Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
8	Host Job Fair	<p>On March 5, 2024, our SEU hosted the 814 Job Fair at Millcreek Mall in Erie, Pennsylvania. Our SEU organized this event, solicited local employers, was involved in all aspects of this Fair, and participated as one of the local employers. Our Program Director and Operations Manager represented our SEU and were available to speak with interested attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU. This event was promoted over the air and on the websites of all SEU stations as well as on digital streams and social media.</p>