

**WHGB(AM), WNNK-FM, WQXA-FM, WWKL(FM), WZCY-FM  
EEO PUBLIC FILE REPORT  
April 1, 2020-March 31, 2021**

**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>
Digital Director	1-4, 6-48	48
Morning Show Co-Host	1-48	39

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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>Adams County Adult Correctional Complex</b> 45 Major Bell Lane, Gettysburg, PA 17325	N	0
2	<b>Adams County WIOA Adult and Dislocated Worker, EARN and Youth Programs</b> 150 V-Twin Drive, Gettysburg, PA 17325	N	0
3	<b>Adzuna Website</b> <a href="https://www.adzuna.com">https://www.adzuna.com</a>	N	0
4	<b>Albright College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
5	<b>Allaccess Music Group (Programming Positions Only)</b> <a href="https://www.allaccess.com/">https://www.allaccess.com/</a>	N	2
6	<b>Alvernia University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
7	<b>Arcadia University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
8	<b>Bloomsburg University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
9	<b>Center for Employment, Education, and Entrepreneurship Development</b> 1301 Derry Street, 3rd Floor, Harrisburg, PA 17104	N	0
10	<b>Central Penn College Business School</b> <a href="https://centralpenn.optimalresume.com/employers/">https://centralpenn.optimalresume.com/employers/</a>	N	0
11	<b>Cumulus Business Managers</b> <a href="mailto:BM@cumulus.com">BM@cumulus.com</a>	N	0
12	<b>Cumulus Media Website</b> <a href="https://cumulusmedia.jobs.net/">https://cumulusmedia.jobs.net/</a>	N	8
13	<b>Dickinson College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	<b>Drexel University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
15	<b>Elizabethtown College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
16	<b>Employment Skills Center</b> <a href="https://employmentskillscenter.org/">https://employmentskillscenter.org/</a>	N	0
17	<b>Franklin &amp; Marshall College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
18	<b>Gettysburg College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
19	<b>Glassdoor Website</b> <a href="https://www.glassdoor.com/">https://www.glassdoor.com/</a>	N	0
20	<b>Goodwill</b> 1150 Goodwill Drive, Harrisburg, PA 17101	N	0
21	<b>Gwynedd Mercy University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
22	<b>Harrisburg Area Community College</b> <a href="https://www.collegecentral.com/hacc/">https://www.collegecentral.com/hacc/</a>	N	0
23	<b>Haverford College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
24	<b>Internal Posting</b>	N	1
25	<b>JobisJob Website</b> <a href="https://www.jobisjob.com/">https://www.jobisjob.com/</a>	N	0
26	<b>Job Spider Website</b> <a href="https://www.jobspider.com/">https://www.jobspider.com/</a>	N	0
27	<b>Lebanon Valley College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
28	<b>Lock Haven University of Pennsylvania</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
29	<b>Messiah College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
30	<b>Moravian College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	<b>Myjobhelper Website</b> <a href="https://www.myjobhelper.com/">https://www.myjobhelper.com/</a>	N	0
32	<b>On-Air Announcements</b> (all SEU stations)	N	0
33	<b>Oodle Website</b> <a href="https://www.oodle.com/">https://www.oodle.com/</a>	N	0
34	<b>Pennsylvania State University</b> <a href="http://psu-csm.symplicity.com/employers/">http://psu-csm.symplicity.com/employers/</a>	N	0
35	<b>Salvation Army Harrisburg Capital City Region</b> 1122 Green Street, Harrisburg, PA 17106	N	0
36	<b>Seton Hill University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
37	<b>Shippensburg University</b> <a href="https://shippensburg-csm.symplicity.com/employers/index.php">https://shippensburg-csm.symplicity.com/employers/index.php</a>	N	0
38	<b>Skills of Central PA</b> 600 Linden Avenue, Hanover, PA 17331	N	0
39	<b>Station Website Postings</b> (all SEU stations)	N	1
40	<b>Temple University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
41	<b>The University of Scranton</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
42	<b>Tri-County OIC</b> 500 Maclay Street, Harrisburg, PA 17110	N	0
43	<b>Trovit</b> <a href="https://www.trovit.com/">https://www.trovit.com/</a>	N	0
44	<b>University of Delaware</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
45	<b>Villanova University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
46	<b>Widener University</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0
47	<b>Wilson College</b> <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	<b>Word-of-Mouth Referral/Employee Referral</b>	N	8
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			20

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Host Online Job Fair	<p>Between April 1, 2020 – April 30, 2020, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</a>. Employment candidates were provided with an opportunity to contact fifteen (15) potential employers. Job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of thirty (30) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, and organized all logistical aspects of the event. Our Market Manager, Sales Managers and Promotions Director were directly involved in the job fair.</p>
<b>2</b>	Host Online Job Fair	<p>Between May 15, 2020 – June 14, 2020, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</a>. Employment candidates were provided with an opportunity to contact seven (7) potential employers. Job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of thirty (30) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, and organized all logistical aspects of the event. Our Market Manager, Sales Managers and Promotions Director were directly involved in the job fair.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
4	Host Online Job Fair	<p>Between September 1, 2020 – September 30, 2020, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</a>. Employment candidates were provided with an opportunity to contact nineteen (19) potential employers. Job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of thirty (30) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, and organized all logistical aspects of the event. Our Market Manager, Sales Managers and Promotions Director were directly involved in the job fair.</p>
5	Host Online Job Fair	<p>Between October 15, 2020 – November 14, 2020, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</a>. Employment candidates were provided with an opportunity to contact twelve (12) potential employers. Job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of thirty (30) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, and organized all logistical aspects of the event. Our Market Manager, Sales Managers and Promotions Director were directly involved in the job fair.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
6	Participate in Career and Internship Fair	On January 22, 2021, our Market, Sales and Digital Sales Managers virtually attended the Franklin and Marshall Job & Internship Fair that was attended by approximately thirty-eight (38) potential employers, during which they talked with job seekers about career opportunities in broadcasting.
7	Host Online Job Fair	<p>Between February 15, 2021 – March 31, 2021, our SEU hosted an online job fair via the following website <a href="https://717jobfair.com">https://717jobfair.com</a>. Employment candidates were provided with an opportunity to contact thirteen (13) potential employers, including the SEU. Job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of forty-five (45) full days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, organized all logistical aspects of the event and participated as an exhibitor. Our Market Manager, Sales Managers and Promotions Director were directly involved in the job fair.</p>
8	Participate in Career and Internship Fair	On February 19, 2021, our Market, Sales and Digital Sales Managers virtually participated in the Penn State Bellasario College of Communications Job Fair that was attended by approximately seventy-two (72) potential employers, during which they talked with job seekers about career opportunities in broadcasting.
9	Participate in Career and Internship Fair	On March 3, 2021, our Market, Sales and Digital Sales Managers virtually participated in the Central Pennsylvania Employment Consortium Job & Internship Fair with Messiah University that was attended by approximately fifty-five (55) employers, during which they talked with job seekers about career opportunities in broadcasting.



	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>10</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On March 24, 2021, our Market and Business Managers as well as all Department Heads virtually attended the "Staying on Top of Your Broadcast FCC EEO Obligations" training webinar, hosted by the Pennsylvania Association of Broadcasters. This webinar reviewed the FCC's EEO rules and addressed topics such as the importance of widely disseminating information about job openings, educating the public about career opportunities in broadcasting, and training current employees for advancement, even while social distancing.