

WHGB(AM), WNNK-FM, WQXA-FM, WWKL(FM), WTPA-FM
EEO PUBLIC FILE REPORT
April 1, 2022-March 31, 2023

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
Sales Assistant	1-6, 8-15, 18-32, 35-37, 39-40, 42-48, 50-56, 58-59, 63-66, 68-69, 71-75, 78-84, 88-97	84
Multi-Media Advertising Account Executive	1-6, 8-15, 18-20, 22-32, 35-37, 39-40, 42-46, 48-56, 58-59, 63, 65-66, 68-69, 71-75, 77, 79-82, 88, 90-96, 98-99	50
Multi-Media Advertising Account Executive	1-6, 8-15, 18-20, 22-32, 35-37, 39-40, 42-46, 48-56, 58-59, 63, 65-66, 68-69, 71-75, 77, 79-82, 88, 90-96, 98-99	39
Multi-Media Advertising Account Executive	1-6, 8-15, 18-20, 22-32, 35-37, 39-40, 42-46, 48-56, 58-59, 63, 65-66, 68-69, 71-75, 77, 79-82, 88, 90-96, 98-99	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	Abilities in Jobs https://abilitiesinjobs.com	N	0
2	Adams County Adult Correctional Complex 45 Major Bell Lane, Gettysburg, PA 17325	N	0
3	Adams County WIOA Adult and Dislocated Worker, EARN and Youth Programs 150 V-Twin Drive, Gettysburg, PA 17325	N	0
4	Adzuna Website https://adzuna.com	N	0
5	African American Job Search https://africanamericanjobsearch.com	N	0
6	Albright College https://app.joinhandshake.com	N	0
7	All Access Music Group (Programming Positions Only) https://allaccess.com	N	0
8	Alvernia University https://app.joinhandshake.com	N	0
9	Arcadia University https://app.joinhandshake.com	N	0
10	Asian in Jobs https://asianinjobs.com	N	0
11	Asian Job Search https://asianjobsearch.com	N	0
12	Black in Jobs https://blackinjobs.com	N	0
13	Bloomsburg University https://app.joinhandshake.com	N	0
14	Center for Employment, Education, and Entrepreneurship Development 1301 Derry Street, 3rd Floor, Harrisburg, PA 17104	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Central Penn College Business School https://centralpenn.optimalresume.com/employers Effective 01/10/2023 https://app.joinhandshake.com	N	0
16	Crispus Attucks Center Attn: Greg Smith, 605 S. Duke St, York, PA 17403	N	0
17	Cumulus Business Managers BM@cumulus.com	N	0
18	Cumulus Media Website https://cumulusmedia.jobs.net/en-us	N	0
19	Dickinson College https://app.joinhandshake.com	N	0
20	Disabled Job Seekers https://disabledjobseekers.com	N	0
21	Disabled Person https://disabledperson.com	N	0
22	Diversity in Jobs https://diversityinjobs.com	N	0
23	Drexel University https://app.joinhandshake.com	N	0
24	Elizabethtown College https://app.joinhandshake.com	N	0
25	Employment Skills Center https://employmentskillscenter.org 29 South Hanover Street, Carlisle, PA 17013	N	0
26	Facebook https://facebook.com	N	0
27	Franklin & Marshall College https://app.joinhandshake.com	N	0
28	Gettysburg College https://app.joinhandshake.com	N	0
29	Glassdoor (not directly contacted by SEU) https://glassdoor.com	N	0
30	Goodwill 1150 Goodwill Drive, Harrisburg, PA 17101	N	0
31	Gwynedd Mercy University https://app.joinhandshake.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Harrisburg Area Community College https://collegecentral.com/hacc Attn: Ceryl Dietz, One HACC Dr, Harrisburg, PA 17110	N	0
33	Harrisburg University https://www.harrisburgu.edu/adademics/careeer-services - site can't be reached 326 Market Street, Harrisburg, PA 17101	N	0
34	Harrisburg Young Professionals Executive.director@hyp.org (Meghan Bachmore) https://hyp.org	N	0
35	Hire Black Now https://hireblacknow.com	N	0
36	Hispanic in Jobs https://hispanicinjobs.com	N	0
37	Hispanic Job Exchange https://hispanicjobexchange.com	N	0
38	iHire Broadcasting https://employers@email.ihire.com	N	0
39	Indeed (not directly contacted by SEU) https://indeed.com	N	6
40	Internal Posting (SEU Email and Bulletin Board)	N	2
41	Internal Transfer/Promotion	N	0
42	JobisJob Website https://jobisjob.com	N	0
43	Job Spider Website https://jobspider.com	N	0
44	Lebanon Valley College https://app.joinhandshake.com	N	0
45	LGBT Job Search https://lgbtjobsearch.com	N	0
46	LGBTQ in Jobs https://lgbtqinjobs.com	N	0
47	Job Opportunities for Disabled Veterans https://jofdav.com	N	0
48	Lancaster Bible https://app.joinhandshake.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Lock Haven University of Pennsylvania https://app.joinhandshake.com	N	0
50	LinkedIn https://linkedin.com	N	4
51	Messiah College https://app.joinhandshake.com	N	0
52	Millersville University https://app.joinhandshake.com	N	0
53	Moravian College https://app.joinhandshake.com	N	0
54	My Job Helper https://myjobhelper.com	N	0
55	NAACP https://naacp.org info@naacpnet.org	N	0
56	NAACP Greater Harrisburg Branch PO Box 2757, Harrisburg, PA 17105	N	0
57	Off Site Job and College Career Fairs (<i>See Section III</i>)	N	0
58	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
59	Oodle https://oodle.com	N	0
60	Penn State – Harrisburg Attn: Colleen Guy, 777 West Harrisburg Pike, Middletown, PA 17057	N	0
61	Pennsylvania State University http://psu-csm.symplicity.com/employers	N	0
62	Pennsylvania Association of Broadcasters Job Board https://pab.org 208 N. 3rd Street, Suite 105, Harrisburg, PA 17107	N	0
63	Salvation Army Harrisburg Capital City Region 506 South 29 th Street, Harrisburg, PA 17104	N	0
64	Seniors in Jobs www.seniorsinjobs.com	N	0
65	Seniors to Work https://www.seniorstowork.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
66	Seton Hill University https://app.joinhandshake.com	N	0
67	SEU 717JobFair.com (See Section III) https://717jobfair.com	N	0
68	Shippensburg University https://shippensburg-csm.symplicity.com/employers/index.php	N	0
69	Skills of Central PA 600 Linden Avenue, Hanover, PA 17331	N	0
70	Society of Broadcast Engineers	N	0
71	Station Website Postings (all SEU stations)	N	0
72	Temple University https://app.joinhandshake.com	N	0
73	The University of Scranton https://app.joinhandshake.com	N	0
74	Tri-County OIC 500 Maclay Street, Harrisburg, PA 17110	N	0
75	Trovit https://trovit.com	N	0
76	United Way Drop-In Center for the Unemployed Attn: Director of Placement, 800 E. King St, York, PA 17403	N	0
77	University of Delaware https://app.joinhandshake.com	N	0
78	University of Pennsylvania https://app.joinhandshake.com	N	0
79	US Diversity Job Search https://usdiversityjobsearch.com	N	0
80	Villanova University https://app.joinhandshake.com	N	0
81	Widener University https://app.joinhandshake.com	N	0
82	Wilson College https://app.joinhandshake.com	N	0
83	Women in Jobs https://womeninjobs.com	N	0
84	Word-of-Mouth Referral & Employee Referral	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
85	York College Attn: Career Development Center, Campbell Hall, Room 200, 441 Country Club Rd, York, PA 17403	N	0
86	York Technical Institute Attn: Monica Young, 1405 Williams Road, York, PA 17402	N	0
87	York Young Professionals PO Box 2721, York, PA 17405	N	0
88	PA CareerLink Capitol Region 100 N Cameron Street, Ste. 101 Harrisburg, PA 17101 717-783-3270 gdillman@pa.gov	N	0
89	Pennsylvania Careerlink, Cumberland County 1 Alexandra Court Carlisle, PA 17015 (717) 243-4431	N	0
90	PA CareerLink Northumberland/Snyder/Union Counties 225 Market Street Sunbury, PA 17801 570-988-7300 jodemsko@pa.gov jwalter@censop.com	N	0
91	PA CareerLink York County 841 Vogelsong Road York, PA 17404 717-767-7600 vincejones@pa.gov	N	0
92	PA Office of Vocational Rehabilitation 1521 North Sixth Street Harrisburg, PA 17102 814-451-5421 rhodapp@pa.gov	N	0
93	AHEDD 3300 Trindle Road Camp Hill, PA 17011 rocco.cambria@ahedd.org stacy.kyle@ahedd.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
94	The YWCA of Greater Harrisburg 1101 Market Street Harrisburg, PA 17103 (717) 234-7931 wreed@ywcahbg.org cmalloy@ywcahbg.org wreed@ywcahbg.org	N	0
95	USDOL - VETS 221 Evergreen Drive Boiling Springs, PA 17007 717-787-5835 wright.randall@dol.gov	N	0
96	Wounded Warrior Project 600 River Avenue, Ste. 400 412-385-5309 mhuber@woundedwarriorproject.org	N	0
97	West Chester University https://app.joinhandshake.com	N	0
98	Station Listener Email Database	N	0
99	Mechanicsburg Chamber of Commerce 6 W Strawberry Alley, Mechanicsburg, PA 17055	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers 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 Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
3	Host Online Job Fair	<p>Between June 1, 2022 – July 3, 2022, our SEU organized, hosted and participated in an online job fair via the following website https://717jobfair.com. Employment candidates were provided with an opportunity to contact twelve (12) potential employers plus our 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 thirty (30) days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, participated in the job fair, and organized all logistical aspects of the job fair. Our Market Manager, Sales Managers, and Promotions Director were directly involved in the job fair.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of August and September 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
5	Host Online Job Fair	<p>Between September 1, 2022 – September 30, 2022, our SEU organized, hosted and participated in an online job fair via the following website https://717jobfair.com. Employment candidates were provided with an opportunity to contact eight (8) potential employers plus our 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 thirty (30) days.</p> <p>The SEU created the concept for the online job fair, solicited the participation of local employers, participated in the job fair, and organized all logistical aspects of the job fair. Our Market Manager, Sales Managers, and Promotions Director were directly involved in the job fair.</p>
6	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On September 13, 2022, our Market Manager attended the “Dean’s Summit” hosted by the Pennsylvania Association of Broadcasters (PAB). The PAB arranged a meeting in Harrisburg, that brought together PAB Board members and broadcasters with faculty associated with the Penn State University, Temple University, and Point Park University broadcast programs to discuss ways to work together to connect students interested in aspects of broadcasting with career opportunities in the industry.
7	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On September 20, 2022, our Market Manager attended the “EEO Training Webinar” hosted by the Pennsylvania Association of Broadcasters, which 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in event sponsored by or on behalf of a professional organization related to careers in broadcasting	On September 28, 2022, our Sales and Market Managers attended a Harrisburg Young Professionals (“HYP”) event for networking to engage with members of HYP about careers in broadcasting. Our Market Manager spoke at the event, after which our Market and Sales Managers had one-on-one conversations with members about careers in broadcasting and our SEU.
9	Participate in Job and Internship Fair	On September 30, 2022, our Digital Sales Manager attended the Shippensburg University Job & Internship Fall Job Fair and talked with students and job seekers about career opportunities in broadcasting and our SEU.
10	Participate in Job Fair	On October 4, 2022, our Sales Manager and Promotions Director attended the Millersville University Job Fair and talked with students and job seekers about career opportunities in broadcasting and with our SEU.
11	Participate in Career Fair	On October 21, 2022, our Sales and Digital Sales Managers and our Promotions Director virtually participated in Temple University’s Klein College of Media & Communication Fall Virtual Career Fair, during which they talked with students and job seekers about career opportunities in broadcasting and our SEU.
12	Participate in event sponsored by or on behalf of a professional organization related to careers in broadcasting	On October 28, 2022, our Sales and Market Managers attended a Harrisburg Young Professionals (“HYP”) event for networking to engage with members of HYP about careers in broadcasting. Our Market Manager spoke at the event, after which our Market and Sales Managers had one-on-one conversations with members about careers in broadcasting and our SEU.
13	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November and December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
14	Management-level training regarding Diversity, Equity, and Inclusion	On January 25, 2023, our SEU's Market Manager participated in a facilitated session and presentation conducted by a Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a re-fresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are and provided a re-cap regarding Anti-Racism and Bias & Microaggressions, which was addressed in our initial facilitated sessions and our subsequent video trainings.
15	Participate in Job Fair	On February 24, 2023, our Market Manager attended Penn State University's Bellisario College of Communications Job Fair, during which he talked with students and job seekers about career opportunities in broadcasting and with our SEU.
16	Participate in Career Fair	On March 24, 2023, our Market Manager attended Temple University's Klein College of Media and Communications Spring Career Fair, during which he talked with students and job seekers about career opportunities in broadcasting and with our SEU.
17	Participate in Job Fair	On March 28, 2023, our Sales Manager and Promotions Director attended the Millersville University Spring Job Fair and talked with students and job seekers about career opportunities in broadcasting and with our SEU.
18	Participate in Job Fair	On March 30, 2023, our Digital Sales Manager and Promotions Director attended the Shippensburg University Spring Job Fair and talked with students and job seekers about career opportunities in broadcasting and with our SEU.