

WIKZ(FM), WQCM(FM), WDLT(FM), WCHA(FM), WHAG(AM)
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
Account Executive	1-22	2

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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	On-Air Announcements <i>(one or more SEU stations)</i>	N	0
2	Word-of-Mouth Referral	N	1
3	Franklin Shopper Attn: Rick Heckman 25 Penncraft Ave. Chambersburg, PA 17201 (717)263-0359	N	0
4	All Access Website www.allaccess.com	N	0
5	Community Action Commission (urban) 1514 Derry Street Harrisburg, PA 17104 (717)232-9757	N	0
6	CAO Fulton Co. PO BOX 637 McConnellsburg, PA 17233 (717)485-3713	N	0
7	Dickinson College PO Box 1773 Carlisle, PA 17013 Career@dickinson.edu	N	0
8	Employment & Training 54 Pennsylvania Ave. Huntingdon, PA 16652	N	0
9	Franklin County Career & Tech 2463 Loop Rd. Chambersburg, PA 17202	N	0
10	Fulton Co. Employment Training Program 122 W. Market St. McConnellsburg, PA 17233 (717)485-3970	N	0
11	PA Career Link 600 Norland Ave. Chambersburg, PA 17201	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Wilson College 1015 Philadelphia Ave. Chambersburg, PA 17201 (717)264-4141	N	0
13	Franklin County Works Website Bussiness.chambersburg.org	N	0
14	Indeed Website www.indeed.com/chambersburg	N	0
15	JobGateway For Employees www.jobgateway.pa.gov	N	0
16	MWEJobs.com www.mwejobs.maryland.gov	N	0
17	PA Career Link Of Cumberland Co. 1 Alexandra Court Carlisle, PA 17015 (717)243-4431 mlmyers@hacc.edu	N	0
18	Penn State Mont Alto 1 Campus Drive Mont Alto, PA 17231 (717)749-6000	N	0
19	PAB 8501 Paxton Street Hummlestown, PA 17036	N	0
20	Pa Career Link of Greene Co. 4 W. High Street Waynesburg , PA 15370 (724)852-2900	N	0
21	Station Facebook Posting (<i>one or more SEU stations</i>)	N	0
22	Linked In	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			1

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program sponsored or on behalf of an educational institution relating to careers in broadcasting	On April 17, 2019, our Operations Manager, an Account Executive/On Air talent, and our Creative Services Director served as speakers at Chambersburg High School's Career Day. They discussed jobs in the broadcast industry, the educational requirements for the same, as well as what a typical day is like at the stations. They provided tips on how to get a job in broadcasting and how to effectively make networking connections with other broadcast professionals. The Creative Services Director also specifically spoke about writing copy for spots, voicing spots and producing logs.
2	Participation in job fair	On April 26, 2019, our SEU participated in a job fair at Purdue University. Station participants included our Business Manager and Traffic Coordinator.
3	Internship program	During May 13, 2019-August 2, 2019, our SEU hosted a student from Shippensburg University for an internship in our Chambersburg office. The intern was supervised by our Creative Services Director and learned about writing and recording copy as well as placing spots on logs. The intern was also exposed to live broadcasting, remotes and special projects with our on-air staff.
4	Internship program	During May 13, 2019-August 2, 2019, our SEU hosted a student from Waynesburg University for an internship in our Hagerstown office. The intern was supervised by an Account Executive and learned about sales and client relations. The intern was also exposed to live broadcasting, remotes and station appearances with our on-air staff.
5	Participate in event/program sponsored or on behalf of an educational institution relating to careers in broadcasting	On June 25, 2019, an Account Executive attended and participated in a Reading and Career Discussion at Discovery Station, Hagerstown, MD, with local students.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Management-level training addressing equal employment opportunity and preventing discrimination	On August 20, 27, and 28, 2019 respectively, our Business Manager, Operations Manager, and General Manager/Vice President participated in ThinkHR training programs provided by Alpha Media entitled, “Bullying and Violence in the Workplace” and “Workplace Harassment Prevention for Managers.
7	Management-level training addressing equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU’s Business and Traffic Managers took part in an interactive training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media,” presented by Alpha Media’s communications counsel, Wiley Rein LLP.