

**WHP(AM), WRVV(FM), WTKT(AM), WHKF(FM), WRBT(FM)**  
**EEO PUBLIC FILE REPORT**  
April 1, 2015 to March 31, 2016<sup>1</sup>

**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>
Promotions Director	1-36	35
Receptionist	1-36	32

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<sup>1</sup> This report provides recruitment data from April 1, 2015 through March 31, 2016.

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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>AM/FM Jobs</b> P.O. Box 4116 Oceanside, CA 92052 Phone: 761-754-8177 Email: <a href="mailto:jobs@amfmjobs.com">jobs@amfmjobs.com</a> Contact: Mr. Mark Holloway	N	0
2	<b>Bloomsburg University</b> Career Development Center 201 Student Service Center Bloomsburg, PA 17815 Phone: 570-389-4070 Email: <a href="mailto:cbarnett@bloomu.edu">cbarnett@bloomu.edu</a> Contact: Ms. Carol Barnett or A. Johnson	Y	0
3	<b>The Art Institute of York Pennsylvania</b> 1409 Williams Drive York, PA 17402 Phone: 717-755-2300 Email: <a href="mailto:Dgottschall@aii.edu">Dgottschall@aii.edu</a> Contact: Mr. Dave Gottschall, Director of Career Services	Y	0
4	<b>Broadcasting and Cable</b> 5700 Wilshire Boulevard, Suite 120 Los Angeles, CA 90036 Phone: 323-965-2089 Email: <a href="mailto:katie.rosa@reedbusiness.com">katie.rosa@reedbusiness.com</a> Contact: Ms. Katie Rosa	N	0
5	<b>Broadcasting Institute of Maryland</b> 7200 Harford Road Baltimore, MD 21234 Phone: 410-254-2770 / 800-942-9246 Email: <a href="mailto:nb@bim.org">nb@bim.org</a> Contact: Mr. Norm Brooks	Y	0
6	<b>Bureau of Workforce Development Partnership</b> 7th & Forster Streets, 12th Floor Harrisburg, PA 17120 Phone: 717-787-3354 Email: <a href="mailto:jrabenold@state.pa.us">jrabenold@state.pa.us</a> Contact: Mr. Jim Rabenhold, Labor & Industry Dept.	Y	0
7	<b>Central Pennsylvania College</b> College Hall & Valley Roads Summerdale, PA 17093 Phone: 717-728-2262 Email: <a href="mailto:stevehassinger@centralpenn.edu">stevehassinger@centralpenn.edu</a> Contact: Mr. Steve Hassinger	Y	0
8	<b>iHeartMedia, Inc. Careers Website</b> <a href="https://iheartmedia.jobs/">https://iheartmedia.jobs/</a>	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
9	<b>Connecticut School of Broadcasting</b> One Mall Drive, Suite 203 Cherry Hill, NJ 08002 Phone: 856-755-1200 Email: <a href="mailto:CSBCherryHill@gocsb.com">CSBCherryHill@gocsb.com</a> Contact: Ms. Hope Willis	Y	0
10	<b>Dickinson College</b> Career Center Box 1773 Carlisle, PA 17013 Phone: 717-245-1069 Email: <a href="mailto:career@dickinson.edu">career@dickinson.edu</a> Contact: Ms. Tammy Heberlig	Y	0
11	<b>Elizabethtown College</b> Career Services One Alpha Drive Elizabethtown, PA 17022 Phone: 717-361-1206 Email: <a href="mailto:careerservices@etown.edu">careerservices@etown.edu</a> Contact: Recruiting Coordinator	Y	0
12	<b>Gettysburg College</b> Center for Career Development 300 North Washington Street, Campus Box 425 Gettysburg, PA 17325 Phone: 717-337-6662 Email: <a href="mailto:Career@gettysburg.edu">Career@gettysburg.edu</a> Contact: Ms. Sandy Buhrman	Y	0
13	<b>ITT Technical Institute</b> 5020 Louise Drive Mechanicsburg, PA 17055 Phone: 717-691-9263 Email: <a href="mailto:DStudy@itt-tech.edu">DStudy@itt-tech.edu</a> Contact: Mr. David Study	Y	0
14	<b>Lebanon Valley College</b> Career Services 101 North College Avenue Annville, PA 17003 Phone: 717-867-6237 Email: <a href="mailto:careerservices@lvc.edu">careerservices@lvc.edu</a> Contact: Ms. Sharon Givler	Y	0
15	<b>Lock Haven University</b> Career Services Akeley Hall, Room 114 Lock Haven, PA 17745 Phone: 570-484-2181 Email: <a href="mailto:PZener@lhup.edu">PZener@lhup.edu</a> Contact: Ms. Paula Zener	Y	0
16	<b>Lycoming College</b> 700 College Place, Campus Box 154 Williamsport, PA 17701 Phone: 570-321-4034 Email: <a href="mailto:cdc@Lycoming.edu">cdc@Lycoming.edu</a> Contact: Ms. Peggy Kimble	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
17	<b>Messiah College</b> Career Center P.O. Box 4511 One College Avenue Grantham, PA 17027 Phone: 717-691-6016 Email: <a href="mailto:dkeiffer@messiah.edu">dkeiffer@messiah.edu</a> Contact: Mr. Dwayne Keiffer	Y	0
18	<b>Millersville University</b> P.O. Box 1002 Millersville, PA 17551 Phone: 717-872-3312 Email: <a href="mailto:castudent@millersville.edu">castudent@millersville.edu</a> Contact: Ms. Margo Sassaman	Y	0
19	<b>National Association of Hispanic Journalists</b> 1000 National Press Building 529 14th Street NW Washington, DC 20045-2001 Phone: 202-662-7145 Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> Contact: Ivan Roman, Executive Director	N	0
20	<b>Capital Region Career Link</b> 349 Wiconisco Street Harrisburg, PA 17110 Phone: 717-783-3015 Email: <a href="mailto:jknoble@state.pa.us">jknoble@state.pa.us</a> Contact: Mr. Jerry Knoble	Y	0
21	<b>Penn State University – Harrisburg Campus</b> Career Services W117 Olmsted 777 West Harrisburg Pike Middletown, PA 17057 Phone: 717-948-6260 Email: <a href="mailto:cmg11@psu.edu">cmg11@psu.edu</a> Contact: Ms. Colleen Guy	Y	0
22	<b>Penn State University</b> 208 Carnegie Building University Park, PA 16802 Phone: 814-865-4349 Email: <a href="mailto:CMS324@psu.edu">CMS324@psu.edu</a> Contact: Ms. Colette Sacolick	Y	0
23	<b>Temple University</b> 1913 North Broad Street, 2nd Floor Philadelphia, PA 19122 Phone: 215-204-4477 Fax: 215-204-4462 Email: <a href="mailto:Kathy.Francis@temple.edu">Kathy.Francis@temple.edu</a> Contact: Ms. Kathy Francis (fax contact preferred)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
24	<b>Wilson College</b> Career Development 1015 Philadelphia Avenue Chambersburg, PA 17201 Phone: 717-260-2006, Ext. 3314 Email: <a href="mailto:career@wilson.edu">career@wilson.edu</a> Contact: Ms. Heather Drumm	Y	0
25	<b>York College of PA</b> Career Services Center Country Club Road York, PA 17405 Phone: 717-815-1452 Email: <a href="mailto:abaldwin@ycp.edu">abaldwin@ycp.edu</a> Contact: Ms. Alice Baldwin	Y	0
26	<b>York Technical Institute</b> 1405 Williams Road York, PA 17402 Phone: 800-277-9675 Email: <a href="mailto:hannc@yti.edu">hannc@yti.edu</a>	N	0
27	<b>Station Websites</b> <i>(one or more SEU stations)</i>	N	2
28	<b>Dan Fissel Custom Music</b> 416 White Rose Lane York, PA 17402 Phone: 717-505-8588 Email: <a href="mailto:dan@danfissel.com">dan@danfissel.com</a>	Y <i>(on-air production vacancies only)</i>	0
29	<b>Shippensburg University</b> Career Services 1871 Old Union Drive Shippensburg, PA 19257 Phone: 717-477-1521 Email: <a href="mailto:ladavis@ship.edu">ladavis@ship.edu</a>	N	0
30	<b>The Sheffield Institute for Recording Arts</b> 13816 Sunnybrook Road Phoenix, MD 21131 Phone: 410-628-7260 Email: <a href="mailto:meg@sheffielddav.com">meg@sheffielddav.com</a> Contact: Ms. Meghann Bush, Center Services Advisor	N	0
31	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	N	5
32	<b>Word-of-Mouth Referral</b>	N	2
33	<b>Walk-In/Self-Referral</b>	N	3
34	<b>SEU Internship Program</b>	N	0
35	<b>Internal Transfer/Promotion</b>	N	1
36	<b>Internal Posting</b>	N	2
37	<b>All Access</b> 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: 310-457-6616 Contact: Ria Denver	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			18

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host an event or program sponsored by (or on behalf of) a community organization relating to broadcast careers	<p>Several times during this reporting period, our SEU hosted community groups including the cub scouts and boy scouts for a station visit. The groups received a tour of our SEU's facilities and had the opportunity to ask questions about different career paths in broadcasting. The tours took place on the following date:</p> <ul style="list-style-type: none"> <li>• June 17<sup>th</sup>, 2015</li> </ul>
2	Participate in job fair	On March 16, 2016, our SEU attended a job fair hosted by HACC. Our SEU discussed job opportunities with prospective applicants and collected resumes from attendees. SEU participants included our Sales Manager
3	Participate in job fair	On March 18, 2016, our SEU attended a job fair hosted by Penn State University. Our SEU discussed job opportunities with prospective applicants and collected resumes from attendees. SEU participants included our Regional Market Manager.
4	Participate in job fair	On March 30, 2016, our SEU attended a job fair hosted by York College of Pennsylvania. Our SEU discussed job opportunities with prospective applicants and collected resumes from attendees. SEU participants included our Sales Manager.