

**WSBA(AM), WGLD(AM), WARM-FM and WSOX(FM)
EEO PUBLIC REPORT FILE
April 1, 2009-March 31, 2010**

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 Hire
Radio Personality-WARM-Overnight	1, 5-20, 22-29, 32-34, 37, 40-44	44
Radio Personality-WARM-Afternoon	1, 5-20, 22-29, 32-34, 37, 40-43	37
Account Executive-ALL Stations	1-2, 5-20, 22-29, 32-34, 37, 40-43	33
Account Executive-ALL Stations	1-2, 5-20, 22-29, 32-34, 37, 40-43	1
Account Executive-ALL Stations	1-2, 5-20, 22-29, 32-34, 37, 40-43	1
Account Executive-ALL Stations	1-2, 5-20, 22-29, 32-34, 37, 40-43	1
Account Executive-ALL Stations	1-2, 5-20, 22-29, 32-34, 37, 40-43	1
Account Executive-ALL Stations	1-2, 5-20, 22-29, 32-34, 37, 40-43	1

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II. MASTER RECRITMENT SOURCE LIST (“MRSL”)

RS NUMBER	RS INFORMATION	Source Entitled to Vacancy Notification? (Yes or No)	No. of Interviewees Referred by RS Over Reporting Period
1	On-Air Announcements (<i>all SEU stations</i>)	NO	22
2	Station Website Posting (<i>one or more SEU stations</i>)	NO	0
3	Pennsylvania Association Of Broadcasters jobs@pab.org	NO	0
4	DCRTV (DC Radio TV) News and message board site in Baltimore/Washington/South Central PA	NO	0
5	York County Office of Employment & Training 100 West Market Street 3rd Floor York, PA 17401 Leslie Ness <u>Requested Mail only</u>	NO	0
6	Baltimore Urban League 512 Orchard Street Baltimore, MD 21201 John Bugg <u>Requested Mail only</u>	NO	0
7	Howard University 2400 Sixth Street NW Washington, DC 20059 Dr. Janette Dates <u>Requested Mail only</u>	NO	0
8	Morgan State University 17 E Cool Spring Lane Baltimore, MD 21251 Dir. Of Placement <u>Requested Mail only</u>	NO	0
9	American Women In Radio PO Box 2954 Harrisburg, PA 17105 Sandra Enterline <u>Requested Mail only</u>	NO	0
10	Crispus Attucks Center 605 S. Duke Street York, PA 17403 Employment Dir. <u>Requested Mail only</u>	YES	0

RS NUMBER	RS INFORMATION	Source Entitled to Vacancy Notification? (Yes or No)	No. of Interviewees Referred by RS Over Reporting Period
11	Central Pennsylvania Association of Black Communicators 2116 Green Street Harrisburg, PA 17110 <u>Requested Mail only</u>	NO	0
12	Broadcasting Institute Of Maryland 7300 Harford Road Baltimore, MD 21234 Dir. Of Placement <u>Requested Mail only</u>	YES	0
13	Bowie State University 14000 Jericho Park Road Bowie, Md. 21234 Dir. Of Placement <u>Requested Mail only</u>	NO	0
14	Cheyney University of Pennsylvania 1837 University Circle PO Box 200 Cheyney, PA 19319 Dir. Of Placement <u>Requested Mail only</u>	NO	0
15	Coppin State College 2500 West North Avenue Baltimore, MD 21216 Dir. Of Placement <u>Requested Mail Only</u>	NO	0
16	Spanish Community Association PO Box 1094 York, PA 17405 Paul Minnich <u>Requested Mail only</u>	YES	0
17	York Technical Institute 1405 Williams Road York, PA 17402 Kathi Miller <u>Requested Mail only</u>	NO	0
18	Yorktowne Business Institute West Seventh Avenue York, PA 17404 Michelle Boyd <u>Requested Mail only</u>	YES	0
19	Goodwill Industries 1150 Goodwill Drive Harrisburg, PA 17101 <u>Requested Mail Only</u>	NO	0
20	York Spanish American Center 43 S. Lime St. Ste. A Lancaster, PA 17602 Attn: Vilma Garcia-Jones	NO	0
21	F&M College PO Box 3003 Lancaster, PA 17604	NO	0

RS NUMBER	RS INFORMATION	Source Entitled to Vacancy Notification? (Yes or No)	No. of Interviewees Referred by RS Over Reporting Period
22	Bloomsburg University ajohnson@bloomu.edu <u>Requested email only</u>	NO	0
23	Shippensburg University Fax to Gloria @ (717) 477-4066	YES	0
24	Penn State Director of Placement Fax (814) 865-0489	YES	0
25	Gettysburg College Fax to Sandy @ (717) 337-8461	YES	0
26	West Chester University Director of Placement Fax: 610-436-3464	YES	0
27	Radio & Records Magazine Radioandrecords.com	NO	0
28	York County School of Technology yorkkncno@netrax.net Fax: 717-741-0694	NO	0
29	United Way Drop In Center for the Unemployed 800 East King St, York PA Fax: 843-4082 vandersloota@unitedway-york.org	YES	0
30	Traffic Guild of America tdga@cox.net	NO	0
31	Cumulus Media Inc/Cumulus Media Partners Inter-company Email CMIBusinessManagers@cumulus.com CMPBusinessManagers@cumulus.com	NO	0
32	Word-of-Mouth Referral	NO	0
33	Walk-In/Self-Referral	NO	10
34	Internal Posting	NO	2
35	York Newspaper Company 1891 Loucks Road York, PA 17404 (717) 767-6397 Alesia Fritts	NO	0
36	Cumulusjobs.com	NO	0
37	All Access Allaccess.com	NO	10
38	Yahoojobs.com	NO	0
39	Job Fairs (see Section III)	NO	1
40	Adrienne Mallard Adrienne_Fox@juno.com <u>Requested email only</u>	YES	0
41	Sharon Walker swalker@ycstech.org <u>Requested email only</u>	YES	0

RS NUMBER	RS INFORMATION	Source Entitled to Vacancy Notification? (Yes or No)	No. of Interviewees Referred by RS Over Reporting Period
42	Gary James, Ohio Center for Broadcasting 5330 E. Main St. Ste 200 Columbus, OH 43213 Phone: 614.245.0555 Email only: gary@beonair.com	YES	0
43	American Women in Radio 1760 Old Meadow Road, Suite 500 McLean, VA 22102	YES	0
44	Internal Transfer/Promotion	NO	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			46

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APRIL 1, 2009-MARCH 31, 2010

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description Of Activity
1	Participate in Job Fair	On April 28, 2009, our SEU acted as a promotional partner with the Manufacturers Association of South Central Pennsylvania (MASCPA) to host the York Cooperative Job Fair. The SEU provided on-air and website promotions on all SEU stations for two weeks in February 2009 and again in April 2009 to encourage local businesses to participate in the event. Our SEU was also a participating employer. Our Sales Managers represented our SEU and provided attendees with information about careers in broadcasting and job openings within the SEU.
2	Internship Program	During May 2009 through August 2009 our SEU hosted one student studying mass communications at Franklin and Marshall College in Lancaster, Pennsylvania. The student intern was supervised by the SEU's Promotions Director and acquired first-hand experience in various aspects of radio broadcasting, including promotions, marketing, advertising, and bookkeeping. The intern was encouraged to seek career advice from SEU personnel.
3	Host Job Fair	On September 29, 2009, our SEU hosted a job fair at the York Expo Center. The SEU planned and implemented the fair and solicited participation from local employers. For three weeks prior to the event all SEU stations promoted the event over the air and on our websites. Our SEU also served as a participating employer. Our Sales Managers represented our SEU and provided attendees with information about careers in broadcasting and job openings within the SEU.
4	Internship Program	During January 2010 through May 2010 our SEU hosted three students studying mass communications at Millersville University in Millersville, Pennsylvania. The student interns were supervised by the SEU's Promotions Director and acquired first-hand experience in various aspects of radio broadcasting, including promotions, marketing, advertising, and bookkeeping. The interns were encouraged to seek career advice from SEU personnel.

	Type of Recruitment Initiative	Brief Description Of Activity
5	Host Job Fair	On January 26, 2010, our SEU hosted a job fair at the York Expo Center. The SEU planned and implemented the fair and solicited participation from local employers. For three weeks prior to the event all SEU stations promoted the event over the air and on our websites. Our SEU also served as a participating employer. Our Sales Managers represented our SEU and provided attendees with information about careers in broadcasting and job openings within the SEU.
6	Participate in Job Fair	On March 10, 2010, Stations WARM-FM and WSOX-FM acted as promotional partner with the Lancaster, Pennsylvania division of Pennsylvania Career Link to host a job fair at Liberty Place. The two SEU Stations conducted a two week on-air promotional campaign and advertised the job fair on its websites to encourage public attendance. Our Sales Managers represented our SEU and provided attendees with information about careers in broadcasting as well as job openings within the SEU.
7	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On March 31, 2010, this SEU participated in the Millersville Internship Fair at Millersville University. The SEU's Promotions Director attended this event and presented information about its internship program to the students in attendance and explained how to apply for an internship.