

WBSX(FM), WMGS(FM), WSJR(FM), WBHT(FM), WBHD(FM)
EEO PUBLIC FILE REPORT
April 1, 2024 – March 31, 2025

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
Senior Account Executive	1-44	43
Market Account Executive	1, 8-44	1

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	4
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
16	Diversity in Jobs www.diversityinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	PA CareerLink - Lackawanna County 135 Franklin Avenue Scranton, PA 18503 570-963-4671 c-cgerard@pa.gov royevan@pa.gov	N	0
31	PA CareerLink - Luzerne County at Hazleton Center 75 North Laurel Street Hazleton, PA 18201 570-459-3854 christinejensen@lswib.org dbroadwell@pa.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	PA CareerLink - Luzerne County at Wilkes-Barre 32 East Union Street Wilkes-Barre, PA 18701 570-822-1101 info@careerlinkwilkesbarre.org dbroadwell@pa.gov	N	0
33	Trehab; PA CareerLink Wyoming County 102 Warren Street Tunkhannock, PA 18657 570-836-6840 cwagner@trehab.org	N	0
34	Workforce Alliance 107 8th Street 570-390-7613 workforce@wpworkforce.org royevan@pa.gov	N	0
35	Finishing Trades Institute 66 Azalea Drive Drums, PA 18222 5707082918 joew@fti.edu	N	0
36	Luzerne County Community College 1333 South Prospect Street Nanticoke, PA 18634 800-377-5222 jkelley@luzerne.edu	N	0
37	Educational Opportunity Centers of Pennsylvania 239 Schuyler Avenue Kingston, PA 18704 570-331-6755 sharonb@eocinc.org	N	0
38	Johnson Technical Institute 3427 N. Main Avenue Scranton, PA 18508 570-342-6404 rmartinetti@johnson.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	PA CareerLink - Lehigh Valley 555 Union Boulevard Allentown, PA 18109 610-437-5627 mailus@careerlinklv.org Donmason@pa.gov	N	0
40	The Arc of Luzerne County PO Box 148, 512 Northhampton Street Edwardsville, PA 18704 dsedor@arcluzerne.org	N	0
41	PA Career Link - Carbon County 50 E Locust Street 570-325-2701 carboncl@ptd.net wiget@state.pa.us	N	0
42	PA CareerLink - Luzerne County at Hazleton Center 75 North Laurel Street 570-459-3854 christinejensen@lswib.org dbroadwell@pa.gov	N	0
43	Employee Referral	N	2
44	Internal Transfer/Promotion	N	0
45	Wounded Warrior Project 600 River Avenue, Ste. 400 412-385-5309 mhuber@woundedwarriorproject.org	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

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III. RECRUITMENT INITIATIVES

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During April of 2024, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment and Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
2	Management-level training regarding Diversity, Equity, and Inclusion	During April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
3	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of April 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Managing through the Lens of Inclusion . This session was designed as a Leadership Lab—a 60-minute session—to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.
4	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of May 2024, our SEU's Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Managing through the Lens of Inclusion session attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April session to discuss which were tried, which worked well, and where adjustments could be made.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the last half of July 2024, our SEU's HR Business Partner participated in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Empathetic Leadership . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “ Empathetic Leadership: Cultivating Trust & Inclusion, ” and introduce tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
6	Management-level training regarding Diversity, Equity, and Inclusion	Between August 12 th and August 23 rd , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Empathetic Leadership session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
7	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, our SEU's VP/Market Manager 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 & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
8	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November and December of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, <i>A Change Can Start With You & What Is In Group and Out Group Membership?</i> These segments defined "In Group" and "Out Group," and how people can be placed in Groups. It also went on to discuss how Inclusivity starts with You and the changes you can make to impact others and make them feel more included.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
9	Management-level training regarding Diversity, Equity, and Inclusion	During the first half of December 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Perpetuating Allyship . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “ Perpetuating Allyship ” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do's and don'ts about allyship
10	Management-level training regarding Diversity, Equity, and Inclusion	Between December 16 th and 20 th , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Perpetuating Allyship session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.
11	Promote/Participate in Career Fair	On April 5, 2024, our SEU participated in the University of Scranton Career Fair in Scranton, PA. Our SEU Sales Manager and Promotions Director as well as additional staff engaged with attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations, and, on the day of the fair, it was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIn. The event featured 110 recruiters from various companies and approximately 300 job seekers.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
12	Promote/Participate in Career Fair	On April 9, 2024, our SEU participated in the Times Leader Media Group's Career Expo for northeastern Pennsylvania. This event took place in person at the Mohegan Sun Arena in Wilkes-Barre and virtually on the Times Leader online platform and was designed to match interviewers with qualified candidates. Our SEU's Sales Manager and Promotions Director as well as additional staff engaged onsite with attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations, and, on the day of the fair, it was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIn. The event featured 40 recruiters from various companies and approximately 200 job seekers.
13	Promote/Participate in Career Fair	On April 16-17, 2024, our SEU participated in the Junior Achievement of Northeastern Pennsylvania, Inspire career fair at the Mohegan Sun Convention Center in Wilkes-Barre, PA. Our SEU's RVP/Market Manager, Programming, Promotions and Sales Managers, as well as additional staff, engaged onsite with attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations, and, on the day of the fair, live broadcasts were conducted from the event. Additionally, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIn. The event featured 65 local companies and over 2500 high school students from 25 area school districts.
14	Promote/Participate in Career Fair	On September 27, 2024, our SEU participated in the University of Scranton Career Fair in Scranton, PA. Our SEU Sales Manager and Promotions Director as well as additional staff engaged onsite with attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations, and, on the day of the fair, it was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIn. The event featured 72 recruiters from various companies and approximately 220 job seekers.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
15	Promote/Participate in Career Fair	On October 1, 2024, our SEU participated in the Times Leader Media Group's Career Expo for northeastern Pennsylvania. This event took place in person at the Mohegan Sun Arena in Wilkes-Barre and virtually on the Times Leader online platform and was designed to match interviewers with qualified candidates. Our SEU Sales Manager and Promotions Director as well as additional staff engaged onsite with attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations, and, the day of the fair, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIn. The event featured 40 recruiters from various companies and approximately 130 job seekers.
16	Promote/Participate in Career Fair	On October 4, 2024, our SEU participated in The Northeastern Pennsylvania Industrial Resource Center (NEPIRC) Manufacturing Day Career Expo for northeastern Pennsylvania. This event took place in person at the Mohegan Sun Arena in Wilkes-Barre. Our SEU Promotions Director as well as additional staff engaged with attendees onsite about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations, and, the day of the fair, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIn. The event featured 65 representatives from various companies and approximately 600 job seekers.
17	Promote/Participate in Career Fair	On March 19, 2025, our SEU participated in the Kings College Career Fair in Wilkes-Barre, PA. Our SEU's Promotions Director as well as additional staff engaged with attendees onsite about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations, and, on the day of the fair, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIn. The event featured 100 recruiters from various companies and approximately 600 job seekers.
18	Promote/Participate in Career Fair	On March 27, 2025, our SEU participated in the University of Scranton Career Fair in Scranton, PA. Our SEU Promotions Director as well as additional staff engaged with attendees onsite about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations, and, on the day of the fair, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIn. The event featured 100 recruiters from various companies and approximately 250 job seekers.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
19	Internship Partnership Program	Between May and August 2024, our SEU recruited and sponsored eight (8) collegiate students through our summer internship partnership with the Pennsylvania Association of Broadcasters (PAB). This Program is underwritten by the PAB with support from partner members including our SEU. These students were enrolled in four (4) year programs at Keystone College, Kings College, Pennsylvania State University, Wilkes University, and University of Scranton whose studies focused on either broadcasting, communications, marketing, or finance. Our SEU RVP/Market Manager, Program Directors, Engineers, Promotions and Sales Managers interacted with the students who were directly involved in tasks and projects related to understanding and executing daily functions in all departments including sales, engineering, on air, production, programming and music selection. Each of the students submitted an essay at the completion of their internship detailing daily duties/experiences and describing what they learned about career opportunities in broadcasting.
20	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On November 14, 2024, our SEU's Midday and Afternoon Show Hosts, participated in an educational opportunity in conjunction with The Communications Department at Luzerne County Community College in Nanticoke, PA. Our SEU representatives presented content during a career day. Topics included: show preparation; programming strategy/execution; music selection/scheduling; and engineering. They also engaged in interactive discussion with the students, regarding audio and social media career opportunities.
21	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On March 12, 2025, our SEU's Midday/Morning Fill-In Host/Promotions Director emceed the Northeast Regional Science Olympiad educational opportunity in conjunction with The Pennsylvania State University in Wilkes-Barre, PA. Our SEU representative presented career information during the Science Olympiad event. Topics covered included: show preparation; programming strategy/execution; music selection/scheduling; and engineering. More than 800 high school students were in attendance. Engineering, Audio, and Social Media career opportunities were part of the presentation.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
22	Co-sponsor event that promotes Diversity, Equity, and Inclusion	On June 23, 2024, our SEU partnered with Rainbow Alliance to sponsor PrideFest at Public Square in Wilkes-Barre, PA. SEU Promotions Director, Program Director, and staff members provided a spotlight on LGBTQ+ arts and culture and were available to connect thousands of community members to local resources, full-day programming for LGBTQ+ youth and teens and celebrate the diversity in our community. Additionally, this event was promoted on SEU stations WBHT(FM) and WBHD(FM) as well as on SEU websites, Facebook, and Instagram.