

WIKZ(FM), WQCM(FM), WDL D(FM), WCHA(AM), WHAG(AM)
EEO PUBLIC FILE REPORT
April 1, 2016- March 31, 2017

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
On-Air Morning News Person/Production	1-21	2
Traffic Manager	1-21	1

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II. MASTER RECRUITMENT SOURCE LIST (“MRS L”)

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	1
2	Word-of-Mouth Referral	N	1
3	Station Website Postings (<i>one or more SEU stations</i>) www.mix95.com www.wqcmfm.com www.wild967.fm	N	2
4	Franklin Shopper Attn: Rick Heckman 25 Penncraft Avenue Chambersburg, PA 17201 (717)263-0359	N	0
5	All Access Website www.allaccess.com	N	1
6	Community Action Commission (<i>Harrisburg</i>) 1514 Derry Street Harrisburg, PA 17104 (717)232-9757	N	0
7	Community Action Commission-Fulton Co. PO Box 637 McConnellsburg, PA 17233 (717)485-3713	N	0
8	Dickinson College PO Box 1773 Carlisle, PA 17013 Career@dickinson.edu	N	0
9	Employment & Training 54 Pennsylvania Avenue Huntingdon, PA 16652	N	0
10	Franklin County Career & Tech 2463 Loop Road Chambersburg, PA 17202	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Fulton Co. Employment Training Program 122 W. Market Street McConnellsburg, PA 17233 (717)485-3970	N	0
12	Pennsylvania Career Link 600 Norland Avenue Chambersburg, PA 17201	N	0
13	Wilson College 1015 Philadelphia Avenue Chambersburg, PA 17201 (717)264-4141	N	0
14	Franklin County Works Website www.business.chambersburg.org	N	0
15	Indeed Website www.indeed.com/chambersburg	N	0
16	JobGateway For Employees www.jobgateway.pa.gov	N	0
17	MWEJobs.com www.mwejobs.maryl;and.gov	N	0
18	Pennsylvania Career Link of Cumberland Co. 1Alexandra Court Carlisle, PA 17015 (717)243-4431 mlmyers@hacc.edu	N	0
19	Penn State Mont Alto 1 Campus Drive Mont Alto, PA 17231 (717)749-6000	N	0
20	Pennsylvania Association of Broadcasters 8501 Paxton Street Hummlestown, PA 17036	N	0
21	Pennsylvania Career Link of Greene Co. 4 W. High Street Waynesburg , PA 15370 (724)852-2900	N	0
22	Alpha Media Career Website www.alphamediausa.com/careers	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>During this reporting period, our SEU hosted two (2) student interns, both of whom attend Chambersburg High School.</p> <ul style="list-style-type: none"> •Between January and March 2017, one student was supervised by our Production Director and learned the basics of production by observing and assisting members of our Productions department. This student intern was taught how to: use the ENCO System (<i>a radio automation system</i>); produce commercials and edit voice-overs; and, add music and sound effects to commercials. •Between February and March 2017, our second student intern learned the basics of promotions from her supervisor, our Promotions Director, and was taught how to create and update media kits.
2	Participate in event/program for or on behalf of an community organization relating to careers in broadcasting	On May 3, 2016, one of our SEU's Account Executives represented Alpha Media at a Core Business Network Luncheon in Hagerstown, Maryland, during which she was available at an Alpha Media table to answer questions about the company and job openings within the SEU as well as discuss the variety of career opportunities available in radio.
3	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On May 3, 2016, the Waynesboro High School Sports Marketing class toured our facilities led by one of our SEU's On-Air Personalities during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.