

WIKZ(FM), WQCM(FM), WDL D(FM), WCHA(FM), WHAG(AM)
EEO PUBLIC FILE REPORT
April 1, 2017-March 31, 2018

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
Digital Sales Specialist	1-21	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	2
2	Word-of-Mouth	N	3
3	Station Website Postings (<i>one or more SEU stations</i>) www.mix95.com www.wqcmfm.com www.wild967.fm	N	0
4	Franklin Shopper Attn: Rick Heckman 25 Penncraft Ave. Chambersburg, PA 17201 (717)263-0359	N	1
5	All Access Website www.allaccess.com	N	0
6	Community Action Commission (<i>Urban</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 Ave. Huntingdon, PA 16652	N	0
10	Franklin County Career & Tech 2463 Loop Rd. 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 St. McConnellsburg, PA 17233 (717)485-3970	N	0
12	PA Career Link 600 Norland Ave. Chambersburg, PA 17201	N	0
13	Wilson College 1015 Philadelphia Ave. Chambersburg, PA 17201 (717)264-4141	N	0
14	Franklin County Works Website Bussiness.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	PA 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	PAB 8501 Paxton Street Hummlestown, PA 17036	N	0
21	Pa Career Link Of Greene Co. 4 W. High Street Waynesburg , PA 15370 (724)852-2900	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	Host an internship program to assist members of the community to acquire skills needed for broadcast employment	<p>During this reporting period, our SEU hosted two (2) student interns, both of whom attend Chambersburg High School.</p> <p>Between April and June 2017, one student was supervised by our Continuity Director and learned the basics of production and board operations.</p> <p>Between April and June 2017, one student was supervised by our Promotions Director and learned about obtaining prizes from outside vendors and running on-air promotional campaigns.</p>
2	Training designed to help current employees advance in their careers	Between February and April 2018, one of our SEU's part-time on-air personalities was cross-trained to learn the skills necessary to be a Digital Sales Specialist, which is a full-time position. The training covered a number of sales techniques and skills.
3	Establishment of a mentoring program	During the reporting period, our SEU's News Director mentored a promising part-time on-air personality in the skills necessary to progress to a full-time news reporter. As a result of the mentoring program, the employee progressed from only covering board operations to covering on-air shifts for two different stations and filling in on the news.