

**WAEB FM, WAEB AM, WZZO FM, WSAN AM
EEO PUBLIC FILE REPORT
April 1, 2008 – March 31, 2009²**

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	WAEB AM/FM, WZZO FM, WKAP AM WEBSITES	Y	19
2	WAEB AM/ FM, WZZO FM, WKAP AM ON AIR ANNOUNCEMENTS	Y	18
3	NORTHAMPTON AREA COUNTY COLLEGE	Y	0
4	LEHIGH COUNTY COMMUNITY COLLEGE	Y	0
5	ALLENTOWN BUSINESS SCHOOL	Y	0
6	PRIVATE INDUSTRY COUNCIL	Y	0
7	CONNECTICUT BROADCASTING SCHOOL	Y	0
8	HISPANIC AMERICAN ORGANIZATION	Y	0
9	PACAREERLINK.STATE.PA.US	Y	0
10	NAACP	Y	0
11	KUTZTOWN UNIVERSITY	Y	0
12	CONNECTICUT BROADCASTING SCHOOL	Y	0
13	PENN STATE LEHIGH VALLEY CENTER	Y	0
14	EMPLOYEE REFERRAL	N/A	4
15	ALL ACCESS	Y	0
16	RADIO & RECORDS	Y	0
17	CURRENT EMPLOYEE	N/A	1
18	WALK IN	N/A	9
19	WORD OF MOUTH	N/A	4
20	CLEAR CHANNEL CAREERS WEBSITE	Y	0
21	FMQB.COM	Y	0
22	HAPPY HOUR RECRUITMENT EVENT	N/A	0
23	IN-HOUSE RECRUITMENT BREAKFAST	N/A	0
24	PA CAREER LINK JOB FAIR	N/A	1
25	INTERNSHIP	N/A	1
26	LV ONLINE CAREER FAIR	N/A	0
27	LV COLLEGIATE CAREER EXPO	N/A	0
28	UNIVERSITY CAREER SERVICES	Y	0
29	CENTRAL COLLEGE NETWORK	Y	3
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			60

² This report provides recruitment data from April 1, 2008 through March 25, 2009.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<u>April 1, 2008-March 31, 2009</u> Commercials- WSAN, WAEB-AM, WAEB-FM, WZZO	Regular radio rec. campaign/ used CSG commercials.
2	<u>April 1, 2008-March 31, 2009</u> Web Banner Advertising- WSAN, WAEB-AM, WAEB-FM, WZZO)	Recruitment web banners leading listeners to sales hiring web page.
3	<u>October 22, 2008</u> DeSales University Career Fair	Local college career fair. Attended by Christine Hess to recruit full time employees & interns. 25 resumes – 2 candidates considered for full time sales & 2 interns hired for Spring 2009
4	<u>November 5, 2008</u> Lehigh Carbon Community College	Attended with Amanda Decker (sales assistant) for a high school career day. Christine Hess did presentation on CC Allentown and did a Q&A session.
5	College Employment Career Services Departments “In Network”	Maintain relationships to solicit for interns and potential sales candidates. East Stroudsburg, Kutztown, Penn State and DeSales
6		

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