

**EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period: March 23, 2017 – March 22, 2018

1) **Employment Unit:** VerStandig – MD/PA

2) **Unit Members (Stations and Communities of License):**WAYZ(FM), Hagerstown, MD  
WBHB-FM, Waynesboro, PA  
WCBG(AM), Waynesboro, PA  
WNUZ(FM), Mercersburg, PA

3) **EEO Contact Information for Employment Unit:**

Mailing Address:  HJV Limited Partnership 10960 John Wayne Drive Greencastle, Pa. 17225	Telephone Number: 717-597-9200
	Contact Person/Title: Avery Mason, Comptroller
	E-mail Address: amason@verstandig.com

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(a) Sales Executive	WAYZ radio recruitment ad
(b) On Air DJ	All Access
(c) Sales Executive	Hagerstown Community Job Fair

**Stations WAYZ(FM), WBHB-FM, WCBG(AM), and WNUZ(FM) are Equal Opportunity Employers.**

5) Job Title: Sales Executive

Referral Source(s) of Hire: WAYZ On Air Recruitment

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Franklin County Career Link <a href="https://www.cwds.state.pa.us">https://www.cwds.state.pa.us</a>	Ronald Baker <a href="mailto:rbake@state.pa.us">rbake@state.pa.us</a>	600 Norland Avenue Chambersburg, Pa. 17201	717-264-4584 717-709-4903(Baker)	2	Yes
Maryland Job Services <a href="https://mwejobs.maryland.gov">https://mwejobs.maryland.gov</a>	Debbie Lashbaugh	Div of Labor & Licensing, Reg. 14 North Potomac St, Suite 100 Hagerstown, Md. 21740	301-393-8255 301-791-4673 (fax)	0	Yes
University System Of Maryland <a href="http://www.collegecentral.com/usmh">www.collegecentral.com/usmh</a>	Erin Harmon	32 West Washington St Hagerstown, Md. 21740	240-527-2060 240-527-2715 (fax)	0	Yes
Hagerstown Community College <a href="mailto:owensb@hagerstowncc.edu">owensb@hagerstowncc.edu</a>	Bonnie A. Owens	1140 Robinwood Drive Hagerstown, Md. 21740	301-790-2800 301-393-3693 (fax)	0	Yes
Kaplan University <a href="mailto:hguessford@kaplan.edu">hguessford@kaplan.edu</a>	Cheyrl Keller	18618 Crestwood Drive Hagerstown, Md. 21742	301-739-2670 301-791-7661 (fax)	0	Yes
Penn State Nittany Lion Career Network Services <a href="https://psu-consortia-csm.symplicity.com/employers">https://psu-consortia-csm.symplicity.com/employers</a>	Claire Tauriello	One Campus Drive Mont Alto, Pa. 17237 Psu-consortia-csm.symplicity.com/employers	717-749-6110	0	No
Shepherd College <a href="http://www.collegecentral.com/shepherd">www.collegecentral.com/shepherd</a>	Betsy Sheetz	P O Box 3210 Shepherdstown, WV 25443	304-876-5122	0	Yes
Shippensburg University <a href="http://www.shippensburg-csm.symplicity.com">www.shippensburg-csm.symplicity.com</a>	Linda Davis	1871 Old Main Drive Shippensburg, Pa. 17257	717-477-7447	0	No
Pennsylvania Broadcasters Association <a href="http://www.pab.org">www.pab.org</a>	Richard Wycoff	8501 Paxton Street Hummelstown, Pa. 17036	717-482-4820	0	Yes
In House Posting	NA	NA	NA	0	Yes
<a href="http://www.wayz.com">www.wayz.com</a>	NA	10960 John Wayne Dr Greencastle Pa 17225	717-597-9200	0	Yes
<a href="http://www.1015bobrocks.com">www.1015bobrocks.com</a>	NA	10960 John Wayne Dr Greencastle, Pa 17225	717-597-9200	0	Yes
<a href="http://www.921hitsfm.com">www.921hitsfm.com</a>	NA	10960 John Wayne Dr Greencastle, Pa 17225	717-597-9200	0	Yes
Current \Former Employee Referral	NA	10960 John Wayne Dr Greencastle, Pa 17225	717-597-9200	1	No
WAYZ-WBHB-WNUZ-WCBG On Air Advertisement	NA	10960 John Wayne Dr Greencastle, Pa 17225	717-597-9200	15	No

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5) Job Title: On Air DJ

Referral Source(s) of Hire: All Access

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Franklin County Career Link <a href="https://www.cwds.state.pa.us">https://www.cwds.state.pa.us</a>	Ronald Baker <a href="mailto:rbake@state.pa.us">rbake@state.pa.us</a>	600 Norland Avenue Chambersburg, Pa. 17201	717-264-4584 717-709-4903(Baker)	0	Yes
Maryland Job Services <a href="https://mwejobs.maryland.gov">https://mwejobs.maryland.gov</a>	Debbie Lashbaugh	Div of Labor & Licensing, Reg. 14 North Potomac St, Suite 100 Hagerstown, Md. 21740	301-393-8255 301-791-4673 (fax)	0	Yes
University System Of Maryland <a href="http://www.collegecentral.com/usmh">www.collegecentral.com/usmh</a>	Erin Harmon	32 West Washington St Hagerstown, Md. 21740	240-527-2060 240-527-2715 (fax)	0	Yes
Hagerstown Community College <a href="mailto:owensb@hagerstowncc.edu">owensb@hagerstowncc.edu</a>	Bonnie A. Owens	1140 Robinwood Drive Hagerstown, Md. 21740	301-790-2800 301-393-3693 (fax)	0	Yes
Kaplan University <a href="mailto:hguessford@kaplan.edu">hguessford@kaplan.edu</a>	Cheyrl Keller	18618 Crestwood Drive Hagerstown, Md. 21742	301-739-2670 301-791-7661 (fax)	0	Yes
Penn State Nittany Lion Career Network Services <a href="https://psu-consortia-csm.symplicity.com/employers">https://psu-consortia-csm.symplicity.com/employers</a>	Claire Tauriello	One Campus Drive Mont Alto, Pa. 17237 Psu-consortia-csm.symplicity.com/employers	717-749-6110	0	Yes
Shepherd College <a href="http://www.collegecentral.com/shepherd">www.collegecentral.com/shepherd</a>	Betsy Sheetz	P O Box 3210 Shepherdstown, WV 25443	304-876-5122	0	Yes
Shippensburg University <a href="http://www.shippensburg-csm.symplicity.com">www.shippensburg-csm.symplicity.com</a>	Linda Davis	1871 Old Main Drive Shippensburg, Pa. 17257	717-477-7447	0	Yes
Pennsylvania Broadcasters Association <a href="http://www.pab.org">www.pab.org</a>	Richard Wycoff	8501 Paxton Street Hummelstown, Pa. 17036	717-482-4820	0	No
All Access Music Group	Joel Denver	28955 Pacific Coast Hwy Suite 210-5 Malibu, Ca 90265	310-457-6616 310-457-8058 Fax	4	No
In House Posting	NA	NA	NA	0	No

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5) Job Title: Sales Executive

Referral Source(s) of Hire: Hagerstown Community Job Fair

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Franklin County Career Link <a href="https://www.cwds.state.pa.us">https://www.cwds.state.pa.us</a>	Ronald Baker <a href="mailto:rbake@state.pa.us">rbake@state.pa.us</a>	600 Norland Avenue Chambersburg, Pa. 17201	717-264-4584 717-709-4903(Baker)	0	Yes
Maryland Job Services <a href="https://mwejobs.maryland.gov">https://mwejobs.maryland.gov</a>	Debbie Lashbaugh	Div of Labor & Licensing, Reg. 14 North Potomac St, Suite 100 Hagerstown, Md. 21740	301-393-8255 301-791-4673 (fax)	0	Yes
University System Of Maryland <a href="http://www.collegecentral.com/usmh">www.collegecentral.com/usmh</a>	Erin Harmon	32 West Washington St Hagerstown, Md. 21740	240-527-2060 240-527-2715 (fax)	0	Yes
Hagerstown Community College <a href="mailto:owensb@hagerstowncc.edu">owensb@hagerstowncc.edu</a>	Bonnie A. Owens	1140 Robinwood Drive Hagerstown, Md. 21740	301-790-2800 301-393-3693 (fax)	0	Yes
Kaplan University <a href="mailto:hguessford@kaplan.edu">hguessford@kaplan.edu</a>	Cheyrl Keller	18618 Crestwood Drive Hagerstown, Md. 21742	301-739-2670 301-791-7661 (fax)	0	Yes
Penn State Nittany Lion Career Network Services <a href="https://psu-consortia-csm.symplicity.com/employers">https://psu-consortia-csm.symplicity.com/employers</a>	Claire Tauriello	One Campus Drive Mont Alto, Pa. 17237 Psu-consortia-csm.symplicity.com/employers	717-749-6110	0	No
Shepherd College <a href="http://www.collegecentral.com/shepherd">www.collegecentral.com/shepherd</a>	Betsy Sheetz	P O Box 3210 Shepherdstown, WV 25443	304-876-5122	1	Yes
Shippensburg University <a href="http://www.shippensburg-csm.symplicity.com">www.shippensburg-csm.symplicity.com</a>	Linda Davis	1871 Old Main Drive Shippensburg, Pa. 17257	717-477-7447	0	No
Pennsylvania Broadcasters Association <a href="http://www.pab.org">www.pab.org</a>	Richard Wycoff	8501 Paxton Street Hummelstown, Pa. 17036	717-482-4820	0	Yes
In House Posting  <a href="http://www.wayz.com">www.wayz.com</a>	NA	NA	NA	0	Yes
<a href="http://www.1015bobrocks.com">www.1015bobrocks.com</a>	NA	10960 John Wayne Dr Greencastle Pa 17225	717-597-9200	0	Yes
<a href="http://www.921hitsfm.com">www.921hitsfm.com</a>	NA	10960 John Wayne Dr Greencastle, Pa 17225	717-597-9200	0	Yes
Current \ Former Employee Referral	NA	10960 John Wayne Dr Greencastle, Pa 17225	717-597-9200	3	No
WAYZ-WBHB-WNUZ-WCBG On-Air Advertisement	NA	10960 John Wayne Dr Greencastle, Pa 17225	717-597-9200	6	Yes
Job Fair <a href="http://www.hagerstownjobfair.com">www.hagerstownjobfair.com</a>	NA	Kaplan University 18618 Crestwood Drive Hagerstown, Md. 21742	1-800-572-9041	1	No

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**6) Total # of Interviewees Referred:** For the period from March 23, 2017, through March 22, 2018 this Employment Unit interviewed 33 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

**(a) Initiative: Job Fairs**

1. SHIPPENSBURG UNIVERSITY: The Employment Unit's General Manager, who has substantial responsibility in the making of hiring decisions, accepted resumes and interviewed candidates at Shippensburg University on Tuesday, March 30, 2017.
2. MOUNT ST. MARY'S UNIVERSITY: The Employment Unit's General Manager, who has substantial responsibility in the making of hiring decisions, accepted resumes and interviewed candidates at Mount St. Mary's University on February 13, 2018.
3. GETTYSBURG COLLEGE: The Employment Unit's General Manager, who has substantial responsibility in the making of hiring decisions, accepted resumes and interviewed candidates at Gettysburg College on March 1, 2018.
4. GREATER HAGERSTOWN COMMUNITY JOB FAIR: The Employment Unit's General Manager, who has substantial responsibility in the making of hiring decisions, accepted resumes and interviewed candidates at The Greater Hagerstown Community Job Fair, March 7, 2018.

**(b) Initiative: Programs Sponsored By Educational Institutions**

1. CHAMBERSBURG AREA SENIOR HIGH SCHOOL: The Chambersburg Area Senior High School's (2) Business Classes, Employment Unit's General Manager spoke to students about marketing and radio broadcasting for class projects. Event was on March 27<sup>th</sup> and March 31, 2017 to each class separately.
2. CHAMBERSBURG AREA SENIOR HIGH SCHOOL: The Chambersburg Area Senior High School invited Employment Unit's General Manager to present seminar on marketing in radio broadcasting. Also assisted students with marketing campaign for students flag football tournament. Event date was April 11, 2017.
3. JAMES BUCHANAN HIGH SCHOOL: The James Buchanan High School invited Employment Unit's General Manager to watch and give comment to students present their project of a business and marketing plan. Event occurred on April 10, 2017.

**(C) Initiative: Internships**

1. INTERNSHIP: Shippensburg University, Shippensburg, Pa., provided five interns from January 23, 2017 until April 30, 2017. Various departments in the Employment Unit provided the Intern with the opportunity to acquire skills necessary for broadcast employment.
2. INTERNSHIP: Shippensburg University, Shippensburg, Pa., provided one intern from June 13, 2017 until August 18, 2017. Various departments in the Employment Unit provided the Intern with the opportunity to acquire skills necessary for broadcast employment.
- 2a. ON THE JOB: Berkeley County, West Virginia Schools. A student participated at Employment Unit offices to mirror Employment Unit employee for the day, April 27, 2017.

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