

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **March 23, 2021 – March 31, 2022**

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

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

| Job Title | Recruitment Source Referring Hiree |
|---|---|
| (a) On Air Announcer | All Access |
| (b) Promotions Director | Indeed |
| (c) Marketing Consultants (2) | Employee Referral / Station Hiring Ad |
| (d) Digital Mrkting & Scheduling Specialist | Facebook |
| (e) On Air Announcer | In House |

Stations WAYZ(FM), WBHB-FM, WLIN(AM), and WIKG(FM) are Equal Opportunity Employers.

5) Job Title: On Air Announcer

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 https://www.cwds.state.pa.us | Ronald Baker rbake@state.pa.us | 600 Norland Avenue Chambersburg, Pa. 17201 | 717-264-4584 717-709-4903(Baker) | 0 | Yes |
| Maryland Job Services https://mwejobs.maryland.gov | 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 www.collegecentral.com/usmh | Sarah Illyn | 32 West Washington St Hagerstown, Md. 21740 | 240-527-2712 240-527-2715 (fax) | 0 | Yes |
| Hagerstown Community College owensb@hagerstowncc.edu | Bonnie A. Owens | 1140 Robinwood Drive Hagerstown, Md. 21740 | 301-790-2800 301-393-3693 (fax) | 0 | No |
| Indeed.com | None-online job Posting website | 6433 Champion Grandview Way Bldg 1 Austin TX 78750 | 1-800-475-4361 | 0 | No |
| Shippensburg University www.shippensburg-csm.symplicity.com | Linda Davis | 1871 Old Main Drive Shippensburg Pa 17257 | 717-477-7447 | 0 | Yes |
| Pennsylvania Broadcasters Association | Richard Wycoff | 8501 Paxton Street Hummelstown Pa 17036 | 717-482-4820 | 0 | No |
| In House Posting | GM | NA | NA | 0 | Yes |
| www.wayz.com | GM | 10960 John Wayne Dr Greencastle Pa 17225 | 717-597-9200 | 0 | Yes |
| www.1015bobrocks.com | GM | 10960 John Wayne Dr Greencastle Pa 17225 | 717-597-9200 | 0 | Yes |
| www.921thegoat.com | GM | 10960 John Wayne Dr Greencastle Pa 17225 | 717-597-9200 | 0 | Yes |
| www.thelinenews.com | GM | 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 | 0 | No |
| Franklin County Works | None Online job posting site | 100 Lincoln Way E Suite A Chambersburg PA 17201 | 717-264-7101 | 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 | 8 | No |
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5) Job Title: Promotions Director

Referral Source(s) of Hiree: Indeed

| 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 https://www.cwds.state.pa.us | Ronald Baker rbake@state.pa.us | 600 Norland Avenue Chambersburg, Pa. 17201 | 717-264-4584 717-709-4903(Baker) | 0 | Yes |
| Maryland Job Services https://mwejobs.maryland.gov | 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 www.collegecentral.com/usmh | Erin Harmon | 32 West Washington St Hagerstown, Md. 21740 | 240-527-2060 240-527-2715 (fax) | 0 | Yes |
| Hagerstown Community College owensb@hagerstowncc.edu | Bonnie A. Owens | 1140 Robinwood Drive Hagerstown, Md. 21740 | 301-790-2800 301-393-3693 (fax) | 0 | No |
| Indeed.com | None- Online job posting website | 6433 Champion Grandview Way Bldg 1 Austin TX 78750 | 1-800-475-4361 | 2 | No |
| Shippensburg University www.shippensburg-csm.symplicity.com | Linda Davis | 1871 Old Main Drive Shippensburg, Pa. 17257 | 717-477-7447 | 0 | Yes |
| Pennsylvania Broadcasters Association www.pab.org | 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 | 0 | No |
| In House Posting | NA | NA | NA | 0 | Yes |
| Current \ Former Employee Referral | NA | 10960 John Wayne Dr Greencastle PA 17225 | NA | 1 | No |
| www.wayz.com | | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 1 | Yes |
| WAYZ Radio Station | NA | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 5 | Yes |
| www.1015bobrocks.com | NA | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 0 | Yes |
| www.921thegoat.com | NA | 10950 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 0 | Yes |
| Franklin County Works | None- Online job Posting site | 100 Lincoln Way E., Suite A Chambersburg PA 17201 | 717-264-7101 | 0 | No |
| www.thelinenews.com | | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 0 | Yes |
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5) Job Title: Marketing Consultant

Referral Source(s) of Hire: EE Referral & Radio 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 https://www.cwds.state.pa.us | Ronald Baker rbake@state.pa.us | 600 Norland Avenue Chambersburg, Pa. 17201 | 717-264-4584 717-709-4903(Baker) | 0 | Yes |
| Maryland Job Services https://mwejobs.maryland.gov | 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 www.collegecentral.com/usmh | Erin Harmon | 32 West Washington St Hagerstown, Md. 21740 | 240-527-2060 240-527-2715 (fax) | 0 | Yes |
| Hagerstown Community College owensb@hagerstowncc.edu | Bonnie A. Owens | 1140 Robinwood Drive Hagerstown, Md. 21740 | 301-790-2800 301-393-3693 (fax) | 0 | Yes |
| Indeed.com | None-Online job Posting website | 6433 Champion Grandview Way Bldg 1 Austin TX 78750 | 1-800-475-4361 | 0 | No |
| Shippensburg University www.shippensburg-csm.symplicity.com | Linda Davis | 1871 Old Main Drive Shippensburg PA 17257 | 717-477-7447 | 0 | Yes |
| Pennsylvania Broadcasters Association www.pab.org | 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 | 0 | No |
| In House Posting | NA | NA | NA | | Yes |
| Current/Former Employee Referral | NA | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 3 | No |
| www.wayz.com | | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 3 | Yes |
| www.1015bobrocks.com | | 10960 John Wayne Dr Greencastle PA 17225 | | 2 | Yes |
| www.921thegoat.com | NA | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 0 | Yes |
| www.thelinenews.com | NA | 10950 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 0 | Yes |
| Franklin County Works | None – Online Job Posting site | 100 Lincoln Way E, Suite A Chambersburg PA 17201 | 717-264-7101 | 0 | No |
| On air hiring announcements - Radio stations | GM | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 9 | Yes |
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5) Job Title: Digital Mrkting\Scheduling Referral Source(s) of Hire: Facebook

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| Indeed.com | None-online job posting website | 6433 Champion Grandview Way Bldg1 Austin TX 78750 | 1-800-475-4361 | 4 | No |
| Shippensburg University www.shippensburg-csm.symphlicity.com | Linda Davis | 1871 Old Main Drive Shippensburg, Pa. 17257 | 717-477-7447 | 0 | Yes |
| Pennsylvania Broadcasters Association www.pab.org | 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 | 0 | No |
| In House Posting | GM | NA | NA | 0 | Yes |
| Current/Former Employee Referral | GM | 10960 John Wayne Dr Greencastle, Pa 17225 | 717-597-9200 | 0 | No |
| www.wayz.com | GM | 10960 John Wayne Dr Greencastle Pa 17225 | 717-597-9200 | 1 | Yes |
| www.1015bobrocks.com | GM | 10960 John Wayne Dr Greencastle, Pa 17225 | 717-597-9200 | 0 | Yes |
| www.921thegoat.com | GM | 10960 John Wayne Dr Greencastle, Pa 17225 | 717-597-9200 | 0 | Yes |
| www.thelinesnews.com | GM | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 0 | Yes |
| Franklin County Works | None Online job posting site | 100 Lincoln Way E Suite A Chambersburg PA 17201 | 717-264-7101 | 0 | No |
| On air hiring announcements – Radio stations | None Online job posting site | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 2 | Yes |
| Facebook.com | None – Online job posting site | 1 Hacker Way Menlo Park CA 94025 | 1-650-543-4800 | 2 | No |
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| University System Of Maryland www.collegecentral.com/usmh | Erin Harmon | 32 West Washington St Hagerstown, Md. 21740 | 240-527-2060 240-527-2715 (fax) | 0 | Yes |
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| Shippensburg University www.shippensburg-csm.symplicity.com | Linda Davis | 1871 Old Main Drive Shippensburg, Pa. 17257 | 717-477-7447 | 0 | Yes |
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| All Access Music Group | Joel Denver | 28955 Pacific Coast Hwy, Suite 210-5 Malibu CA 90265 | 310-457-6616 310-457-8258 Fax | 6 | No |
| In House Posting | NA | NA | NA | 1 | Yes |
| Current \ Former Employee Referral | NA | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 0 | No |
| www.wayz.com | | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | | Yes |
| www.1015bobrocks.com | | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | | Yes |
| www.921thegoat.com | NA | 10960 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 0 | Yes |
| www.thelinenews.com | NA | 10950 John Wayne Dr Greencastle PA 17225 | 717-597-9200 | 0 | Yes |
| Franklin County Works | None Online job posting site | 100 Lincoln Way E Suite A Chambersburg PA 17201 | 717-264-7101 | 0 | No |
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6) Total # of Interviewees Referred: For the period from March 23, 2021, through March 31, 2022 this Employment Unit interviewed 50 interviewees for full-time job vacancies.

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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 SPRING VIRTUAL CAREER FAIR: The Employment Unit's General Manager, who has substantial responsibility in the making of hiring decisions, accepted resumes and interviewed candidates on April 6, 2021.
2. VERSTANDIG MEDIA JOB FAIR: Employment unit held a JOB FAIR at Valley Mall, Hagerstown, Maryland on June 17, 2021. 41 representatives of business employers, community government units' audience area attended.
3. VERSTANDIG MEDIA JOB FAIR: Employment unit held a JOB FAIR at Valley Mall Hagerstown, Maryland on September 23, 2021. 36 representatives of business employers, community government units' audience area attended.
4. SHIPPENSBURG UNIVERSITY FALL JOB & INTERNSHIP FAIR: The Employment Unit's General Manager who has substantial responsibility in the making of hiring decision accepted resumes and interviewed candidates on October 7, 2021.

(b) Initiative: Internship

1. INTERNSHIP: Shippensburg University, Shippensburg, PA, provided 1 intern June 1 – July 23, 2021. Has shadowed Program, Traffic & front office in all aspects of radio station functions. Sample work of each area completed. Obtaining a well-rounded internship of what radio broadcasting entails. The intern has performed well.
2. SHADOW - HIGH SCHOOL: James Buchanan High School, Mercersburg, PA student. Provided 1 student on November 11, 2021. Student shadowed on air employee of radio station WBHB the full day.

(c) Initiative: Programs Other Activities

1. FRANKLIN COUNTY WORKS: FranklinCountyWorks.com is an initiative from the Greater Chambersburg Area Chamber Foundation to provide a local portal for the community to connect job seekers and employers. The focus on the portal was created from a need for more localized workforce development initiatives in the area. All the jobs posted are local as opposed to the major sites with jobs from outside of the community. Through our affiliation with the Chamber of Commerce, we were approached in 2011 to become a media sponsor for the portal. We provide public service announcements where available to promote traffic and use of the site. They provide banner ad space for us as a sponsor of the portal. January 1, 2021, to December 31, 2021.
2. GREENCASTLE TROOP 199 GALA: Greencastle Girl Scout Troop Gala event, May 2, 2021. On air staff employee gave talk to event on our radio group and career in radio industry.

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