

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **March 23, 2024 – March 31, 2025**

- 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) Account Executive	Employee Referral

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

5) Job Title: Account Executive

Referral Source(s) of Hire:

EE Referrals

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	No
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	No
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	No
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	No
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	2	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	3	No
Linked In	GM	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 April 1, 2024 through March 31, 2025 this Employment Unit interviewed 5 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. JOB FAIR: Washington County, Maryland, Career Expo. April 17, 2024, Market Manager attended with other community businesses.
2. CAREER PANEL: Shepherd University- Communications & Humanities Panel, Feb 20, 2025, Market manager with 4 other business leaders. Questions of 12 to answer that students put forth.
3. CAREER DAY: Held at Shippensburg High School, March 21, 2025. Market Manager represented employment unit and spoke twice about radio broadcasting and its function in community. 60 other community businesses attended.
4. JOB FAIR: Shippensburg University: Job and Internship Fair on March 27, 2025. Market manager represented the employment unit and received 30 student references for internship possibilities.

(b) Initiative: Internship

1. INTERNSHIP: Shippensburg University, Shippensburg, PA, provided 1 intern May24 – Aug 30, 2024. Interned in these depts: Programming, sales & 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 very well.
2. SHADOW - HIGH SCHOOL: HACC, Harrisburg, PA student. Provided 1 student on October 16, 2024. Student shadowed on air employee of radio station WBHB the full day.
3. SHADOW – HIGH SCHOOL: Student, Greencastle Antrim High School. Provided 1 student on December 23, 2024. Shadowed on air employee, audio production and video production for full day.
4. SHADOW – HIGH SCHOOL: Student, CareerTech, Chambersburg. Provided 1 student on February 21, 2025. Shadowed on air employee and audio production.

(c) Initiative: Programs Other Activities

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