

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **March 23, 2022 – March 31, 2023**

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 (2)	Employee Referrals
(b) Account Executive	Employee Referral

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

5) Job Title: On Air Announcers(2)

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	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	No
www.1015bobrocks.com	GM	10960 John Wayne Dr Greencastle Pa 17225	717-597-9200	0	No
www.921thegoat.com	GM	10960 John Wayne Dr Greencastle Pa 17225	717-597-9200	0	No
www.thelinenews.com	GM	10960 John Wayne Dr Greencastle, Pa 17225	717-597-9200	0	No
Current/Former Employee Referral	NA	10960 John Wayne Dr Greencastle, Pa 17225	717-597-9200	2	No
Linked In	GM	100 Lincoln Way E Suite A Chambersburg PA 17201	717-264-7101	1	No
All Access Music Group	Joel Denver	28955 Pacific Coast Hwy., Suite 210-5 Malibu, Ca 90265	310-457-6616 310-457-8058 Fax	11	No

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5) Job Title: Account Executive

Referral Source(s) of Hire: EE Referral

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	7	No
www.wayz.com		10960 John Wayne Dr Greencastle PA 17225	717-597-9200	0	Yes
www.1015bobrocks.com		10960 John Wayne Dr Greencastle PA 17225		0	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
On air hiring announcements - Radio stations	GM	10960 John Wayne Dr Greencastle PA 17225	717-597-9200	0	Yes

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

6) Total # of Interviewees Referred: For the period from March 23, 2022, through March 31, 2023 this Employment Unit interviewed 21 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. VERSTANDIG MEDIA JOB FAIR: Employment unit held a JOB FAIR at Valley Mall, Hagerstown, Maryland on May 6, 2022. 31 representatives of business employers, community government units' audience area attended.
2. VERSTANDIG MEDIA JOB FAIR: Employment unit held a JOB FAIR at Valley Mall Hagerstown, Maryland on Oct 14, 2022. 16 representatives of business employers, community government units' audience area attended.

(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. VERSTANDIG WEBSITE CLIENT JOB POSTINGS: April 1, 2022 – Mar 30, 2023 Clients postings to our websites WAYZ.COM, 1015BOBROCKS.COM, 921THEGOAT.COM AND THELINENEWS.COM, job listings.