

WPSU Penn State

ANNUAL EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2017 – March 31, 2018

The purpose of this EEO Public File Report is to comply with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WPSU-TV, Clearfield, PA; WPSU-FM, State College, PA; and WPSX-FM, Kane, PA and is required to be placed in the public inspection files of this station, and posted on our website.

The information contained in this Report covers the time period beginning April 1, 2017 to and including March 31, 2018 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the station comprising the Station Employment Unit during the Applicable period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 ©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hired for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Appendices 1, 2, and 3, which follow have been designed in the aggregate to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

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APPENDIX 1

Covering the Period from April 1, 2017 to March 31, 2018

Section 1: Vacancy Information

RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1. Production Manager (67434)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-67434	3	
	WPSU Penn State Website	B-67434		
	CPB	C-67434	1	
	PBS Connect	D-67434		
	NETA	K-67434		
	Production HUB	Q-67434		
	LinkedIn	BB-67434	3	
	Jobsites			
	Other		1	1

2. Content Strategist (70040)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-70040	4	1
	WPSU Penn State Website	B-70040		
	CPB	C-70040		
	PBS Connect	D-70040		
	NETA	K-70040		
	Production HUB	Q-70040		
	Jobsites			
	Other		1	

3. Producer/Director 3 -FM Reporter (70322)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-70322	3	
	WPSU Penn State Website	B-70322		
	CPB	C-70322		
	PBS Connect	D-70322		
	NETA	K-70322		
	LinkedIn	BB-70322		
	Jobsites			
	Other		6	1

4. Producer/Director Sports (71963)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-71963	3	1
	WPSU Penn State Website	B-71963		
	CPB	C-71963		
	PBS Connect	D-71963		
	NETA	K-71963		
	Jobsites		2	
	Other		3	

5. Videographer/Editor A -Tech Position (72308)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-72308	3	2
	WPSU Penn State Website	B-72308		
	CPB	C-72308		
	PBS Connect	D-72308		
	NETA	K-72308		
	Mandy.com	M-72308		
	LinkedIn	BB-72308		
	TV Production Resources			
	Jobsites		1	
	Other		2	

6. Producer/Director –FM Reporter (72010)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-72010	1	
	WPSU Penn State Website	B-72010		
	CPB	C-72010		
	PBS	D-72010		
	NETA	K-72010		
	National Association of Black Journalists	HH-72010		
	National Association of Hispanic Journalist	II-72010		
	National Lesbian and Gay Journalist Association			
	Asian American Journalist Association			
	Jobsites		1	
	Other		2	1

7. Administrative Support Assistant (72240)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-72240	4	1
	WPSU Penn State Website	B-72240		
	CPB	C-72240		
	PBS	D-72240		
	NETA	K-72240		
	Other			

8. Business Development Manager (73536)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-73536	11	1
	WPSU Penn State Website	B-73536		
	CPB	C-73536		
	PBS	D-73536		
	NETA	K-73536		
	LinkedIn	BB-73536		
	Other			

9. Information Technology Manager (73726)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-73726	4	
	WPSU Penn State Website	B-73726		
	CPB	C-73726		
	PBS	D-73726		
	NETA	K-73726		
	Production HUB	Q-73726		
	Jobsites		1	
	Other		3	1

10. Administrative Support Assistant (74703)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-74703	4	1
	WPSU Penn State Website	B-74703		
	CPB	C-74703		
	PBS	D-74703		
	NETA	K-74703		

11. Budget Analyst (74705)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-74705	7	1
	WPSU Penn State Website	B-74705		
	CPB	C-74705		
	PBS	D-74705		
	NETA	K-74705		
	Other			

12. Media Consultant (73730)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-73730	2	1
	WPSU Penn State Website	B-73730		
	CPB	C-73730		
	PBS	D-73730		
	NETA	K-73730		
	Other		2	

13. Information Technology Generalist (77569) - Open Position

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-77569		
	WPSU Penn State Website	B-77569		
	CPB	C-77569		
	PBS	D-77569		
	NETA	K-77569		
	Jobsites			

14. Multimedia Specialist (77956) – Open Position

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-77956		
	WPSU Penn State Website	B-77956		
	CPB	C-77956		
	PBS	D-77956		
	NETA	K-77956		
	Jobsites			

15. Producer-Director (77954) - Open Position

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-77954		
	WPSU Penn State Website	B-77954		
	CPB	C-77954		
	PBS	D-77954		
	NETA	K-77954		
	Jobsites			

Total Number of Persons Interviewed During Applicable Period: 78

Total Number of Persons Hired During Applicable Period: 13

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APPENDIX 2

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees this Source Has Provided During This Period (If Any)	Full-time Position for Which This Source Was Utilized (Hired)
A	PSU	49	9
B	WPSU Penn State Website		
C	Corporation for Public Broadcasting (CPB)	1	
D	PBS Connect		
E	Current Newspaper		
F	Centre Daily Times		
G	National Association Of Broadcasters (NAB)		
H	American Women in Radio & TV		
I	International Film Workshops		
J	Society of Broadcast Engineers		
K	NETA Online		
L	Chronicles of Higher Education		
M	Mandy.com		
N	Greater Philadelphia Film Office		
O	Entertainment Careers		
P	Mediabistro		
Q	Production Hub		
R	TV Jobs		
S	The Patriot News		
T	Case.Org		
U	Altoona Mirror		
V	Inside HigherEd		
W	Krop Creative and Tech Jobs		
X	Fresh Web Jobs		
Y	Design Related		
Z	PSU Alumni		
AA	Monster.Com		
BB	LinkedIn	3	
CC	Career Builders		

DD	Variety		
EE	Entertainment Careers.Net		
FF	The Pittsburgh Post Gazette		
GG	PRSA (Public Relations Society of America)		
HH	National Association of Black Journalists		
II	National Association of Hispanic Journalists		
JJ	Society of Professional Journalists		
KK	Recruit Military		
LL	Military Times		
MM	PRNDI Listserve "Newslink"		
NN	JournalismJobs.com		
OO	TV Spy		
OT	Other		
PP	Job Bank		
QQ	Indeed		
RR	Simply Hired		
SS	Flexjobs		
TT	Network & Systems Professionals Association (NASPA)		
	Other	20	4
	Jobsites	5	

WPSU-TV and WPSU-FM (WPSU Penn State)

Recruitment Sources (Additional Information):

- A The Pennsylvania State University
Office of Human Resources
120 Rider Building, University Park, PA 16802
Attention: Erika Arismendi (814)-865-2539
(<http://www.ohr.psu.edu/emplment/staff.htm>)
- B Penn State Public Media Website
238 Outreach Building, University Park, PA 16802
Attention: Isabel Rienert (814)-865-2810
wpsu.org
- C Corporation for Public Broadcasting (CPB)
401 Ninth Street, NW, Washington, DC 20004
(202)-879-9600
(jobline@cpb.org)
- D Public Broadcasting Service (PBS)
PBS Connect
1320 Braddock Place, Alexandria, VA 22314
(703)-739-5132
(www.pbs.org)
- E Current Newspaper
6930 Carroll Avenue, Suite 350, Takoma, MD 20912
(301)-270-7240
- F Centre Daily Times
Classifieds

P.O. Box 89, State College, Pa 16804
(814)-234-7355
(www.centredaily.com)

- G National Association of Broadcasters (NAB)
1771 N. Street NW, Washington, DC 20036
(202)-429-5497
(www.nab.org/bcc/program/members/checlgin.asp)

- H American Women in Radio and Television
8405 Greensboro Drive, Suite 800, McLean, VA 22102
(703)-560-3290

- I International Film Workshops
www.filmworkshops.com

- J Society of Broadcast Engineers
SBE National Office of Indianapolis
(317)-846-9000
Scott Jones (kjones@sbe.org)
www.sbe.org/jobline.html

- K NETA Online
PO Box 50008, Columbia, SC 29250
(803)-799-5517
Maryann (Maryanne@netaonline.org)
<http://www.netaonline.org>

- L Chronicle of Higher Education
823 Innovation Blvd, Suite 300, State College, PA 16803
(814)-863-3080
sales@higheredjobs.com
www.higheredjobs.com

- M Mandy.com
www.mandy.com

- N Greater Philadelphia Film Office
100 South Broad Street, Philadelphia, PA 19110
(215)-686-2668
<http://www.film.org/Philadelphia/public/home.aspx>

- O Entertainment Careers
Brad Hall, Founder
(310) 442-0200
www.entertainmentcareers.com

- P Mediabistro
494 Broadway, 4th Floor, New York, NY 10012
(212)-929-2588
<http://www.mediabistro.com/joblistings/?nav=mmj>

- Q Production Hub
801 W. Fairbanks Avenue, Winter Park, FL 32789
Lauren Memberg
(800)-629-4122
www.ProductionHub.com

- R TVJob.com
Broadcast Employment Services
P.O. Box 4116, Oceanside, CA 92052
Mark Holloway
(760)-754-8177
www.tvjobs.com

- S The Patriot News
812 Market Street
Harrisburg, PA 17101
(717)-255-8100 or (800) 692-7207
www.patriot-new.com

- T Case
1307 New York Avenue, Suite 1000
Washington, DC 20005-4701
(202)-328-2273
<http://www.case.org>

U The Altoona Mirror
301 Cayuga Avenue
Altoona, PA 16602
(814)-946-7411
<http://jobs.altoonamirror.com>

V Inside HigherEd
<http://insidehighered.com/>

W Kopp Creative and Tech Jobs
(310)-209-8969 or 1-888-576-7562
<http://www.krop.com/creative-jobs/>

X Fresh Web Jobs
<http://www.freshwebjobs.com>

Y Design Related
Matt Sung
<http://designrelated.com/jobs>
<http://www.redesignrelated.com/>
<http://www.designrelatedstudio.com/>

Z PSU Alumni
<http://www.alumni.psu.edu>

AA Monster.Com
www.monster.com

BB LinkedIn
www.linkedin.com

CC Career Builders
www.careerbuilding.com

DD Variety
www.variety.com

EE Entertainment Careers.Net
www.entertainmentcareers.net

FF The Pittsburgh Post Gazette
Pittsburgh, PA

GG Public Relations Society of America (PRSA)
http://jobs.prsa.org/home/2170_rec.cfm

HH National Association of Black Journalists
<http://careerservices.nabj.org/employers/>

II National Association of Hispanic Journalists
<http://hahj.org/jobbank/jobbank.shtml>

JJ Society of Professional Journalists
<http://www.spj.org:80/jobpost.asp>

KK Recruit Military
<http://www.recruitmilitary.com/>

LL Military Times
<http://militarytimes.com/>

MM PRNDI Listserve "Newslink"
www.prndi.org

NN JournalismJobs.com
<http://www.journalismjobs.com/index.cfm>

OO TV Spy
<http://www.tvspy.com/admin.cfm?type=3>

PP Job Bank
<http://jobbank.emmyonline.org/Chlisting.asp>

QQ Indeed
www.indeed.com

RR Simply Hired
www.simplyhired.com

SS Flex Jobs
www.flexjobs.com

TT NASPA
<https://www.naspa.com/>

WPSU Penn State

ANNUAL EEO PUBLIC FILE REPORT FORM

APPENDIX 3

Covering the Period: April 1, 2017 to March 31, 2018

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WPSU Penn State:

1. WPSU Penn State Internship Program – This yearly program, for local college and university students is offered by WPSU Penn State and is open to a diverse population. The goal is to provide a college student with an opportunity to learn and develop practical skills throughout their college education in the potential field of study.
2. WPSU Penn State and The Pennsylvania State University through their Human Resources Development Office provide training to management level as well as all staffing levels of WPSU Penn State and The Pennsylvania State University on Equal Employment Opportunities, Discrimination and Diversity Training. Penn State and WPSU Penn State consider diversity training a serious issue and make it a high priority.
3. JobExpo.Comm – WPSU Penn State attends this annual internship and job fair to recruit students for internship positions and open full and part-time positions. Over 450 students attended the expo in 2018 with 155 recruiters from 72 companies represented.