

WPSU Penn State

ANNUAL EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2016 – March 31, 2017

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, 2016 to and including March 31, 2017 (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, 2016 to March 31, 2017

Section 1: Vacancy Information

RECRUITEMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1. Producer / Director 2/3– Sports (64293)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-64293		
	WPSU Penn State Website	B-64293		
	CPB	C-64293		
	PBS Connect	D-64293		
	NETA	K-64293		
	Other		5	3
	Jobsites		1	

2. Producer/Director 3 / 4 (64295) - WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-64295	3	0
	WPSU Penn State Website	B-64295		
	CPB	C-64295		
	PBS Connect	D-64295		
	NETA	K-64295		
	Production HUB	Q-64295		
	LinkedIn	BB-64295		
	Other		1	

3. Media Manager 2 – Creative Director (64185)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-64185	3	1
	WPSU Penn State Website	B-64185		
	CPB	C-64185		
	PBS Connect	D-64185		
	NETA	K-64185		

4. Producer/Director 2/3 (64102) - WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-59947	0	0
	WPSU Penn State Website	B-59947		

5. Administrative Support Assistant 3/4 (64013)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-64013	7	1
	WPSU Penn State Website	B-64013		
	CPB	C-64013		
	PBS Connect	D-64013		
	NETA	K-64013		

6. Marketing Strategy Specialist 2 -Digital Media Marketing Strategist (66948)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-66948	5	0
	WPSU Penn State Website	B-66948		
	CPB	C-66948		
	PBS	D-66948		
	NETA	K-66948		
	LinkedIn	BB-66948	1	1

7. Media Manager –Community Engagement Manager (64863)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-64863	5	1
	WPSU Penn State Website	B-64863		
	CPB	C-64863		
	PBS	D-64863		
	NETA	K-64863		
	Other		1	

8. Videographer/Editor A (67120) Tech Services Position

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-67120	1	1
	WPSU Penn State Website	B-67120		
	CPB	C-67120		
	PBS	D-67120		
	NETA	K-67120		
	Other		1	

9. Media Manager – Production Manager (67434) STILL OPEN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-67434	3	0
	WPSU Penn State Website	B-67434		
	CPB	C-67434	1	
	PBS	D-67434		
	NETA	K-67434		
	Production HUB	Q-67434		
	LinkedIn	BB-67434	3	0
	Other		1	

10. Videographer/Editor A (68371) Tech Services Position - WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-68371		
	WPSU Penn State Website	B-68371		
	CPB	C-68371		
	PBS	D-68371		
	NETA	K-68371		
	LinkedIn	BB-68371		

11. Videographer/Editor (65411) Tech Services Position – WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-65411	3	0
	WPSU Penn State Website	B-66511		
	CPB	C-65411		
	PBS	D-65411		
	NETA	K-65411		
	Mandy.com	M-65411		
	Production HUB	Q-65411		
	Other		1	0

12. Administrative Support Assistant (67858)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-67858	7	1
	WPSU Penn State Website	B-67858		
	CPB	C-67858		
	PBS	D-67858		
	NETA	K-67858		
	Other		1	0

13. Videographer/Editor (68371) Tech Services Position

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-68371		
	WPSU Penn State Website	B-68371		
	CPB	C-68371		
	PBS	D-68371		
	NETA	K-68371		
	Mandy.com	M-68371		
	Production HUB	Q-68371		
	Other			

14. Technician, TV & Electronics A (67809) Tech Services Position

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-67809	2	1
	WPSU Penn State Website	B-67809		
	CPB	C-67809		
	PBS	D-67809		
	NETA	K-67809		

15. Media Manager - Content Strategist (70040) STILL OPEN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-70040		
	WPSU Penn State Website	B-70040		
	CPB	C-70040		
	PBS	D-70040		
	NETA	K-70040		

Total Number of Persons Interviewed During Applicable Period: 56

Total Number of Persons Hired During Applicable Period: 10

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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	39	6
B	WPSU Penn State Website		
C	Corporation for Public Broadcasting (CPB)	1	0
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	4	1

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	11	3
	Jobsites	1	0

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/checclogin.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, 2016 to March 31, 2017

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by PSPB:

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.