

Penn State Public Media

ANNUAL EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2013 – March 31, 2014
Revised March 6, 2015

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, 2013 to and including March 31, 2014 (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, 2013 to March 31, 2014

Section 1: Vacancy Information

RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1. Compliance Specialist (38861)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-38861	5	1
	PSPM Website	B-38861		
	CPB	C-38861		
	PBS Connect	D-38861		
	NETA	K-38861		

2. Master Control Operator (39380)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-39380	4	1
	PSPM Website	B-39380		

3. Public Relations Specialist (39251)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-39251	4	1
	PSPM Website	B-39251		
	Flexjobs.com	SS-39251		

4. Technician, Television, & Electronics A (39452)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-39452	3	1
	PSPM Website	B-39452		

5. Education Program Associate (40497)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-40497	6	1
	PSPM Website	B-40497		

6. Data Analyst (38860) - WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-38860	0	0
	PSPM Website	B-38860		
	CPB	C-38860		
	PBS	D-38860		
	NETA	K-38860		

7. Multimedia Specialist (40535) - WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-40535	0	0
	PSPM Website	B-40535		

8. Videographer/Editor Creative Services (40496)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-40496	8	1
	PSPM Website	B-40496		

9. Events Coordinator (40983) - WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-40983	3	0
	PSPM Website	B-40983		

10. Producer/Director – LJR (41847)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-41847	6	1
	PSPM Website	B-41847		
	CPB	C-41847		
	NASPA	TT-41847		
	JournalismJobs.com	NN-41847		
	Nabj.org	HH-41847		

11. Producer/Director (40982)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-40982	7	1
	PSPM Website	B-40982		

12. Instructional Designer (41157)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-41157	6	0
	PSPM Website	B-41157		

13. Administrative Support Coordinator (42184)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-42184	8	0
	PSPM Website	B-42184		

14. Administrative Support Assistant (42206)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-42206	0	0
	PSPM Website	B-42206		

15. Constituent Programming and Events Coordinator (42207)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-42207	0	0
	PSPM Website	B-42207		

16. Technician, Television and Editing (42326)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-42326	0	0

Total Number of Persons Interviewed During Applicable Period: 60

Total Number of Persons Hired During Applicable Period: 8

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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	60	8
B	PSPM Website		
C	Corporation for Public Broadcasting (CPB)		
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		

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		
PP	Job Bank		
QQ	Indeed		
RR	Simply Hired		
SS	Flexjobs		
TT	Network & Systems Professionals Association (NASPA)		

WPSU-TV and WPSU-FM (Penn State Public Media)
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/checllogin.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 2005-4701
(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/>

Penn State Public Media

ANNUAL EEO PUBLIC FILE REPORT FORM

APPENDIX 3

Covering the Period: April 1, 2013 to March 31, 2014

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

1. Penn State Public Broadcasting Internship Program – This yearly program, for local college and university students is offered by Penn State Public Broadcasting 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. Penn State Public Broadcasting and The Pennsylvania State University through their Human Resources Development Office provide training to management level as well as all staffing levels of Penn State Public Broadcasting and The Pennsylvania State University on Equal Employment Opportunities, Discrimination and Diversity Training. Penn State and Penn State Public Broadcasting consider diversity training a serious issue and make it a high priority.