

WPSU Penn State

ANNUAL EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2019 – March 31, 2020

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, 2019 to and including March 31, 2020 (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, 2019 to March 31, 2020

Section 1: Vacancy Information

RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1. Sports Producer/Director (87236)

| | Recruitment Source Utilized | Source Code | Referred Person Interviewed | Referred Person Hired |
|--|-----------------------------|-------------|-----------------------------|-----------------------|
| | PSU Website | A-87236 | 7 | 2 |
| | WPSU Penn State Website | B-87236 | | |
| | CPB | C-87236 | | |
| | PBS Connect | D-87236 | | |
| | NETA | E-87236 | | |
| | D1.Jobs | M-87236 | | |

2. Director of Business Support (87308)

| | Recruitment Source Utilized | Source Code | Referred Person Interviewed | Referred Person Hired |
|--|-----------------------------|-------------|-----------------------------|-----------------------|
| | PSU Website | A-87308 | 6 | 1 |
| | WPSU Penn State Website | B-87308 | | |
| | CPB | C-87308 | | |
| | PBS Connect | D-87308 | | |
| | NETA | E-87308 | | |
| | Greater Public | N-87308 | | |

3. Videographer (88706)

| | Recruitment Source Utilized | Source Code | Referred Person Interviewed | Referred Person Hired |
|--|-----------------------------|-------------|-----------------------------|-----------------------|
| | PSU Website | A-88706 | 1 | |
| | WPSU Penn State Website | B-88706 | | |
| | CPB | C-88706 | | |
| | PBS Connect | D-88706 | | |
| | NETA | E-88706 | | |
| | Other | I-88706 | 3 | 1 |
| | Job Sites (unspecified) | O-88706 | 1 | |

4. Digital Media Marketing Specialist (89542)

| | Recruitment Source Utilized | Source Code | Referred Person Interviewed | Referred Person Hired |
|--|-----------------------------|-------------|-----------------------------|-----------------------|
| | PSU Website | A-89542 | 5 | 1 |
| | WPSU Penn State Website | B-89542 | | |
| | CPB | C-89542 | | |
| | PBS Connect | D-89542 | | |
| | NETA | E-89542 | | |
| | Job Sites (unspecified) | O-89542 | 1 | |

5. Administrative Support Assistant (89696)

| | Recruitment Source Utilized | Source Code | Referred Person Interviewed | Referred Person Hired |
|--|------------------------------------|--------------------|------------------------------------|------------------------------|
| | PSU Website | A-89696 | 4 | 1 |
| | WPSU Penn State Website | B-89696 | | |
| | CPB | C-89696 | | |
| | PBS Connect | D-89696 | | |
| | NETA | E-89696 | | |

6. Videographer/Editor (92761) Still Open

| | Recruitment Source Utilized | Source Code | Referred Person Interviewed | Referred Person Hired |
|--|------------------------------------|--------------------|------------------------------------|------------------------------|
| | PSU Website | A-92761 | 0 | 0 |
| | WPSU Penn State Website | B-92761 | | |
| | CPB | C-92761 | | |
| | PBS | D-92761 | | |
| | NETA | E-92761 | | |

7. Business Support Representative (91776) Still Open

| | Recruitment Source Utilized | Source Code | Referred Person Interviewed | Referred Person Hired |
|--|------------------------------------|--------------------|------------------------------------|------------------------------|
| | PSU Website | A-91776 | 4 | |
| | WPSU Penn State Website | B-91776 | | |
| | CPB | C-91776 | | |
| | PBS | D-91776 | | |
| | NETA | E-91776 | | |
| | Other | I-91776 | 2 | |

8. Budget Analyst (93824) Still Open

| | Recruitment Source Utilized | Source Code | Referred Person Interviewed | Referred Person Hired |
|--|------------------------------------|--------------------|------------------------------------|------------------------------|
| | PSU Website | A-93824 | 2 | |
| | WPSU Penn State Website | B-93824 | | |
| | CPB | C-93824 | | |
| | PBS | D-93824 | | |
| | NETA | E-93824 | | |
| | Other | I-93824 | 2 | |

Total Number of Persons Interviewed During Applicable Period: 38

Total Number of Persons Hired During Applicable Period: 6

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ANNUAL EEO PUBLIC FILE REPORT **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 | 29 | 5 |
| B | WPSU Penn State Website | | |
| C | Corporation for Public Broadcasting (CPB) | | |
| D | PBS Connect | | |
| E | NETA Online | | |
| F | Mandy.com | | |
| G | Production Hub | | |
| H | LinkedIn | | |
| I | Other | 7 | 1 |
| J | DiversityJobs | | |
| K | HigherEdJobs | | |
| L | Stackoverflow.com | | |
| M | D1.Jobs | | |
| N | Greater Public | | |
| O | Job Sites (unspecified) | 2 | |

WPSU-TV and WPSU-FM (WPSU Penn State) **Recruitment Sources (Additional Information):**

| | |
|--|---|
| <p>A The Pennsylvania State University Office of Human Resources Suite 329 Innovation Blvd, University Park, PA 16802 Attention: Susan Morse (814)-865-0851 (http://www.ohr.psu.edu/emplment/staff.htm)</p> <p>B WPSU Penn State Website 238 Outreach Building, University Park, PA 16802 Attention: Toni Irvin (814)-863-0820 wpsu.org</p> <p>C Corporation for Public Broadcasting (CPB) 401 Ninth Street, NW, Washington, DC 20004 (202)-879-9600 (jobline@cpb.org)</p> <p>D Public Broadcasting Service (PBS) PBS Connect 1320 Braddock Place, Alexandria, VA 22314 (703)-739-5132 (www.pbs.org)</p> | <p>E NETA Online PO Box 50008, Columbia, SC 29250 (803)-799-5517 Maryann (Maryanne@netaonline.org) http://www.netaonline.org</p> <p>F Mandy.com www.mandy.com</p> <p>G Production Hub 801 W. Fairbanks Avenue, Winter Park, FL 32789 (800)-629-4122 www.ProductionHub.com</p> <p>H LinkedIn Sunnyvale, CA www.linkedin.com</p> <p>I Other – applied through PSUjobs website but selected OTHER when asked how they found out about the job</p> <p>J DiversityJobs 3980 North Broadway, ste 103-147 Boulder, CO 80304 814-861-3080 https://diversityjobs.com/c/</p> |
|--|---|

- K HigherEdJobs
715 Lake Street, Suite 400
Oak Park, IL 60301
708-848-4351
<https://www.higheredjobs.com/>
- L Stackoverflow.com
<https://stackoverflow.com/jobs>
- M D1.jobs
D1ticker.com/jobs
<https://www.d1ticker.com/jobs/#contact>
- N Greater Public
401 North 3rd Street, Suite 601
Minneapolis, MN 55401
<https://www.greaterpublic.org/jobs/>
- O Job Sites (unspecified)
Applied through PSUjobs website, but reported to us as “Job Sites” by Penn State Human Resources.

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ANNUAL EEO PUBLIC FILE REPORT FORM

APPENDIX 3

Covering the Period: April 1, 2019 to March 31, 2020

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. Penn State Outreach established a mentoring program for OOE employees to foster professional development and career growth and learn best practices and knowledge from established colleagues in different units.
4. WPSU Penn State offered paid scholarships/endowment funding to hire interns to help develop their skills for careers in broadcasting. Also, WPSU Penn State producers taught college-level courses in the College of Communications, including hands-on experience here at the Station, to help further develop students' skills in producing content.