

WPSU Penn State

ANNUAL EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2015 – March 31, 2016

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, 2015 to and including March 31, 2016 (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, 2015 to March 31, 2016

Section 1: Vacancy Information

RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1. Multimedia Specialist (Web Developer) (54917)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-54917	2	1
	WPSU Website	B-54917		
	CPB	C-54917		
	PBS	D-54917		
	Neta	E-54917		
	LinkedIn	F-54917		
	Dice	G-54917		

2. Sports Videographer/Editor (55160)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-55160	5	1
	WPSU Website	B-55160		

3. Media Manager (Director of Content) (55587) Withdrawn

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-55587	0	0
	WPSU Website	B-55587		
	CPB	C-55587		
	PBS	D-55587		
	NETA	E-55587		

4. Multimedia Specialist (Front End Web Developer) (55727)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-55727	4	0
	WPSU Website	B-55727		
	CPB	C-55727		
	PBS	D-55727		
	Neta	E-55727		
	LinkedIn	F-55727	2	1
	Dice	G-55727		

5. Producer/Director 2-Radio Reporter, Keystone Crossroads (57094)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-57094	7	1
	WPSU Website	B-57094		
	CPB	C-57094		
	PBS	D-57094		
	NETA	E-57094		

6. Producer/Director 2 or 3 (58226)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-58226	9	2
	WPSU Website	B-58226		
	CPB	C-58226		
	PBS	D-58226		
	NETA	E-58226		
	LinkedIn	F-58226		

7. Producer/Director 2,3,4 (58500)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-58500	5	1
	WPSU Website	B-58500		
	CPB	C-58500		
	PBS	D-58500		
	NETA	E-58500		

8. Sports Producer/Director 3 (59250)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-59250	6	1
	WPSU Website	B-59250		
	CPB	C-59250		
	PBS	D-59250		
	NETA	E-59250		

9. Multimedia Specialist 2 or 3 (Front End Web Developer) (59395)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-59395	2	1
	WPSU Website	B-59395		
	CPB	C-59395		
	PBS	D-59395		
	NETA	E-59395		

10. Producer/Director 2 (60922)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-60922	2	1
	WPSU Website	B-60922		

11. Media Manager (Assistant Chief Engineer) (62612)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-62612	0	0
	WPSU Website	B-62612		
	CPB	C-62612		
	PBS	D-62612		
	NETA	E-62612		

Total Number of Persons Interviewed During Applicable Period: 44

Total Number of Persons Hired During Applicable Period: 10

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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	42	9
B	WPSU Penn State Website		
C	Corporation for Public Broadcasting (CPB)		
D	PBS Connect		
E	NETA Online		
F	LinkedIn	2	1
G	Dice.com		

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

- A The Pennsylvania State University
Office of Human Resources
James Elliott Building, University Park, PA 16802
(814)-867-2391
(<http://www.ohr.psu.edu/emplment/staff.htm>)
- B WPSU Penn State
238 Outreach Building, University Park, PA 16802
Attention: Isabel Rienert
(814)-865-2810
(<http://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 NETA Online
PO Box 50008, Columbia, SC 29250
(803)-799-5517
Maryanne Shuessler (Maryanne@netaonline.org)
(<http://www.netaonline.org>)
- F LinkedIn
(www.linkedin.com)
- G Dice.com
(www.dice.com)

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APPENDIX 3

Covering the Period: April 1, 2015 to March 31, 2016

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 operates the Diversity Talent Bank, which is a job bank of applicants for positions within Penn State. The Diversity Talent Bank is an automated self-help tool designed to assist work units in identifying individuals from underrepresented groups who have expressed an interest in Penn State. The diversity talent bank is an available tool for all open positions.
4. WPSU Penn State employees are required to have 40 hours of training annually. Eight hours must be diversity-related training, and the remaining 32 hours should be to acquire skills that are beneficial to both current and future higher-level positions.