

WPSU Penn State

ANNUAL EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2020 – March 31, 2021

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, 2020 to and including March 31, 2021 (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, 2020 to March 31, 2021

Section 1: Vacancy Information

RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1. Videographer/Editor - 92761 Position opened on 2019-2020 report, but filled during the 2020-2021 report

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-92761	2	1
	WPSU Penn State Website	B-92761		
	CPB	C-92761		
	PBS Connect	D-92761		
	NETA	E-92761		

2. Education Program Manager -9149

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-9149	3	
	WPSU Penn State Website	B-9149		
	CPB	C-9149		
	PBS Connect	D-9149		
	NETA	E-9149		
	Job Sites	O-9149	1	1

3. Program Development Manager - 9379

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-9379	3	1
	WPSU Penn State Website	B-9379		
	CPB	C-9379		
	PBS Connect	D-9379		
	NETA	E-9379		
	Diversityjobs.com	J-9379		

4. Business Support Representative (91776) Position opened on 2019-2020 report, but filled during the 2020-2021 report

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-91776	4	1
	WPSU Penn State Website	B-91776		
	CPB	C-91776		
	PBS	D-91776		
	NETA	E-91776		
	Other	I-91776	2	

5. Budget Analyst (93824) Position opened on 2019-2020 report, but filled during the 2020-2021 report

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-93824	2	1
	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: 19

Total Number of Persons Hired During Applicable Period: 5

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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	14	4
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	4	
J	DiversityJobs		
K	HigherEdJobs		
L	Stackoverflow.com		
M	D1.Jobs		
N	Greater Public		
O	Job Sites (unspecified)	1	1

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>E NETA Online
PO Box 50008, Columbia, SC 29250
(803)-799-5517
Maryann (Maryanne@netaonline.org)
http://www.netaonline.org</p> |
| <p>B WPSU Penn State Website
238 Outreach Building, University Park, PA 16802
Attention: Toni Irvin (814)-863-0820
wpsu.org</p> | <p>F Mandy.com
www.mandy.com</p> |
| <p>C Corporation for Public Broadcasting (CPB)
401 Ninth Street, NW, Washington, DC 20004
(202)-879-9600
(jobline@cpb.org)</p> | <p>G Production Hub
801 W. Fairbanks Avenue, Winter Park, FL 32789
(800)-629-4122
www.ProductionHub.com</p> |
| <p>D Public Broadcasting Service (PBS)
PBS Connect
1320 Braddock Place, Alexandria, VA 22314
(703)-739-5132
(www.pbs.org)</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> |

- J DiversityJobs
3980 North Broadway, ste 103-147
Boulder, CO 80304
814-861-3080
<https://diversityjobs.com/c/>
- 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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APPENDIX 3

Covering the Period: April 1, 2020 to March 31, 2021

Section 3: Description of Initiatives undertaken during the last year:

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 maintains 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. Utilized additional recruiting sources such as DiversityJobs.com to expand our reach for potential new employees.