

# *WPSU Penn State*

## *ANNUAL EEO PUBLIC FILE REPORT*

*Reporting Period: April 1, 2018 – March 31, 2019*

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, 2018 to and including March 31, 2019 (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, 2018 to March 31, 2019

#### Section 1: Vacancy Information

##### RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

#### 1. IT Generalist (77569) WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-77569	6	0
	WPSU Penn State Website	B-77569		
	CPB	C-77569		
	PBS Connect	D-77569		
	NETA	E-77569		

#### 2. Multimedia Specialist (77956) WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-77956	3	0
	WPSU Penn State Website	B-77956		
	CPB	C-77956		
	PBS Connect	D-77956		
	NETA	E-77956		
	Stack Overflow	L- 7956		

#### 3. Producer/Director 2/3 (77954)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-77954	3	1
	WPSU Penn State Website	B-77954		
	CPB	C-77954		
	PBS Connect	D-77954		
	NETA	E-77954		

#### 4. Multimedia Specialist (79810)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Website	A-79810	1	
	WPSU Penn State Website	B-79810		
	CPB	C-79810		
	PBS Connect	D-79810		
	NETA	E-79810		
	LinkedIn	H-79810	1	
	HigherEd Jobs	K-79810		
	Other – personal referral	I-79810	1	1

**5. Videographer/Editor A -Tech Position (78939)**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
	PSU Website	A-78939	3	2
	WPSU Penn State Website	B-78939		
	CPB	C-78939		
	PBS Connect	D-78939		
	NETA	E-78939		

**6. Compliance Specialist (81906) WITHDRAWN**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
	PSU Website	A-81906	0	0
	WPSU Penn State Website	B-81906		
	CPB	C-81906		
	PBS	D-81906		
	NETA	E-81906		

**7. Producer/Director (80592)**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
	PSU Website	A-80592	1	1
	WPSU Penn State Website	B-80592		
	CPB	C-80592		
	PBS	D-80592		
	NETA	E-80592		
	LinkedIn	H-80592	1	
	Mandy.com	F-80592		
	Other	I-80592	4	1

**8. Finance and Compliance Specialist ( 82634) FAILED SEARCH**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
	PSU Website	A-82634	5	0
	WPSU Penn State Website	B-82634		
	CPB	C-82634		
	PBS	D-82634		
	NETA	E-82634		

**9. Multimedia Specialist (84221) – Still Open**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
	PSU Website	A-84221		
	WPSU Penn State Website	B-84221		
	CPB	C-84221		
	PBS	D-84221		
	NETA	E-84221		

**10. Accountant 3 (84060)**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
	PSU Website	A-84060	4	1
	WPSU Penn State Website	B-84060		
	CPB	C-84060		
	PBS	D-84060		
	NETA	E-84060		
	DiversityJobs	J-84060		

**11. Production Coordinator (84754)**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
	PSU Website	A-84754	10	1
	WPSU Penn State Website	B-84754		
	CPB	C-84754		
	PBS	D-84754		
	NETA	E-84754		

Total Number of Persons Interviewed During Applicable Period: 43

Total Number of Persons Hired During Applicable Period: 8

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## **ANNUAL EEO PUBLIC FILE REPORT** **APPENDIX 2**

### **Section 2: Recruitment Source Information**

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees this Source Has Provided During This Period (If Any)</b>	<b>Full-time Position for Which This Source Was Utilized (Hired)</b>
A	PSU	36	6
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	2	0
I	Other	5	2
J	DiversityJobs		
K	HigherEdJobs		
L	Stackoverflow.com		

### **WPSU-TV and WPSU-FM (WPSU Penn State)**

#### **Recruitment Sources (Additional Information):**

- |   |   |
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| <p>A     The Pennsylvania State University<br/>Office of Human Resources<br/>Suite 329 Innovation Blvd, University Park, PA 16802<br/>Attention: Susan Morse (814)-865-0851<br/><a href="http://www.ohr.psu.edu/emplment/staff.htm">http://www.ohr.psu.edu/emplment/staff.htm</a></p> <p>B     Penn State Public Media Website<br/>238 Outreach Building, University Park, PA 16802<br/>Attention: Isabel Rienert (814)-865-2810<br/><a href="http://wpsu.org">wpsu.org</a></p> <p>C     Corporation for Public Broadcasting (CPB)<br/>401 Ninth Street, NW, Washington, DC 20004<br/>(202)-879-9600<br/><a href="mailto:jobline@cpb.org">jobline@cpb.org</a></p> <p>D     Public Broadcasting Service (PBS)<br/>PBS Connect<br/>1320 Braddock Place, Alexandria, VA 22314<br/>(703)-739-5132<br/><a href="http://www.pbs.org">www.pbs.org</a></p> <p>E     NETA Online<br/>PO Box 50008, Columbia, SC 29250<br/>(803)-799-5517<br/>Maryann (Maryanne@netaonline.org)<br/><a href="http://www.netaonline.org">http://www.netaonline.org</a></p> | <p>F     Mandy.com<br/><a href="http://www.mandy.com">www.mandy.com</a></p> <p>G     Production Hub<br/>801 W. Fairbanks Avenue, Winter Park, FL 32789<br/>(800)-629-4122<br/><a href="http://www.ProductionHub.com">www.ProductionHub.com</a></p> <p>H     LinkedIn<br/>Sunnyvale, CA<br/><a href="http://www.linkedin.com">www.linkedin.com</a></p> <p>I     Other – applied through PSUjobs site but selected OTHER when asked how they found out about the job</p> <p>J     DiversityJobs<br/>3980 North Broadway, ste 103-147<br/>Boulder, CO 80304<br/>814-861-3080<br/><a href="https://diversityjobs.com/c/">https://diversityjobs.com/c/</a></p> <p>K     HigherEdJobs<br/>715 Lake Street, Suite 400<br/>Oak Park, IL 60301<br/>708-848-4351<br/><a href="https://www.higheredjobs.com/">https://www.higheredjobs.com/</a></p> <p>L     Stackoverflow.com<br/><a href="https://stackoverflow.com/jobs">https://stackoverflow.com/jobs</a></p> |
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# *WPSU Penn State*

## *ANNUAL EEO PUBLIC FILE REPORT FORM*

### *APPENDIX 3*

Covering the Period: April 1, 2018 to March 31, 2019

#### **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 public media field.
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 Outreach employees, including WPSU Penn State staff, 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.