

WCED-AM, WDSN-FM
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Director of Client Success	1-9	8
Executive Administrative Professional	1-7, 9	1

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Indeed.com	N	7
2	NAACP P.O. Box 922 Levittown, Pennsylvania 19058 Url : http://www.naacp.org Email : washingtonbureau@naacpnet.org Job Postings	N	0
3	National Organization for Women 1100 H Street NW Suite 300 Washington, District of Columbia 20005 Url : http://www.now.org Job Postings Manual Posting	N	0
4	PA CareerLink/Bureau of Work Force Development Partnership 20 North 6th Street DuBois, Pennsylvania 15801 Phone : 814-371-0250 Email : kmayes@pa.gov Karen Mayes	N	0
5	Penn State DuBois 1 College PI DuBois, Pennsylvania 15801 Phone : 814-372-3015 Url : http://www.dubois.psu.edu Email : aaa39@psu.edu Anna Akintunde	N	0
6	Pennsylvania Association of Broadcasters 208 North 3rd Street Harrisburg, Pennsylvania 17101 Url : http://www.pab.org Job Postings Manual Posting	N	0
7	Sunny 106 WDSN Website 12 West Long Avenue DuBois, Pennsylvania 15801 Url : http://www.sunny106.fm Lori Lewis Manual Posting	N	0
8	Walk In/Self-Referral	N	1

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9	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of a mentoring program	Mentor program with college student, with no current experience, to be reporter. She was hired at the companies expense. Consultant also obtained to work with her and the News department to develop skills in journalism and deliver of the news.	2	Reporter New Director Consultant
2	Ongoing Event	Establishment of training programs for station personnel	Establishment of training: Training related to Broadcast EEO rules General training for sales	3	Executive Assistant Owner / President Sales Manager/GM
3	Ongoing Event	Sponsorship of events in the community designed to increase public awareness	Broadcast Now! Students of Jeff Tech the local technical school visited the station to meet with on air talent, receive a broad processes and equipment, and meet with other members of station team. This was the initial site visit for the Broadcast Now program. 6 students attended today	4	Talent Talent Sales Manager/GM Present/Owner