

# WILQ-FM, WZXR-FM, WCXR-FM, WBZD-FM, WOTH-FM, & WWPA-AM

## EEO PUBLIC FILE REPORT

April 1, 2022 to 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 Hires
Sales Account Manager	1,2,3,4,5,6,7,9,10,11,12	2
Production Manager	1,2,3,4,5,6,7,9,10,11,12	12
Sales Manager	1,2,3,5,6,7,8,9,10,11,12	12

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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	Posting to one or more SEU station websites	N	3
2	On-Air Announcements on one or more SEU Stations	N	7
3	Pennsylvania CareerLink-Lycoming County 329 Pine St Williamsport, PA 17701 Ph: 570-601-5932	Y	0
4	All Access(Online Recruitment Site) Allaccess.com	N	3
5	Pennsylvania College of Technology Attn: Career Services 1 College Ave. Williamsport, PA 17701 Ph: 570-320-7400	N	0
6	Lock Haven University Attn: Career Services 401 North Fairview St. Lock Haven, PA 17745 Ph: 570-893-2011	N	0
7	Lycoming College Attn: Career Services 700 College Place Williamsport, PA 17701 Ph: 570-321-4000	N	0
8	Williamsport Sun Gazette Attn: Circulation Department 252 W. Fourth St. Williamsport, PA 17701 Ph: 570-326-1551 Fax: 570-323-0948	N	0
9	Referral	N	0
10	Ohev Sholom 1501 Cherry Street Williamsport, PA 17701 Phone: 570-322-4209	N	0
11	Salvation Army 457 Market Street Williamsport, PA 17701 Phone: 570-326-9187	N	0
12	In House Backyard Broadcasting of Pennsylvania 1685 Four Mile Drive Williamsport, PA 17701 Phone: 570-323-8200	N	2
<b>TOTAL INTERVIWES OVER REPORTING PERIOD</b>			<b>15</b>

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Co-sponsoring a Job Fair	Backyard Broadcasting of Pennsylvania co-sponsored a job fair with Pennsylvania Career Link on 6/22/2022 from 9a-12p. The event was held in Brandon Park and had over 40 employers looking to hire for open positions in their companies. Two station Program Directors attended the job fair.
2	Training regarding equal employment opportunity and preventing discrimination	Our General, Sales, Programming and Business Managers meet with all full-time staff members to present and discuss practices that ensure equal employment opportunity. SEU'S Managers participated in a online workshop for anti-discrimination and anti-harrasment in the work place.
3	Mentoring Program	Our Business Manager and Traffic Director have been mentoring the receptionist to become familiar with the Traffic System. This training will give the receptionist the ability to have a more flexable role in the company. Our Sales Manager has been mentoring a Sales Rep who will be taking over as the Sales Manager. The current Sales Manager has been teaching the Sales Rep all aspects of the Sales Manager's job because he will be taking over the position.
4	Host event/program for or on behalf of an educational institution related to career oppourtunities in broadcasting (3)	Backyard Broadcasting of Pennsylvania will be reaching out to local schools who have an interest in broadcasting. We will be available to talk about broadcasting opportunities and all of the jobs that are essential to radio broadcasting. Backyard Broadcasting of Pennsylvania will also be offering opportunities for school students such as Internships, job shadowing, and mentoring oportunities. We will also be reaching out to groups that would like to tour our studios and learn more about the broadcasting industry.
5	Internship Program	Backyard Broadcasting of Pennsylvania had an intern form Slippery Rock University for two months. December 2022-January 2023. The intern was interested in Graphic arts and worked very closely with our Graphic Artist. The intern also learned all of the different jobs around the radio station by spending time with each department. We also had an intern from Lycoming College who is with us from January 2023-April 2023. The intern is interested in podcasting and has been learning that from the programming staff. The intern also has been spending time with each department to see how the radio station runs on a daily basis.