

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

**EEO PUBLIC FILE REPORT**

April 1, 2020 to March 31, 2021

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hires</b>
Sales Account Manager	1-12	2
Sales Account Manager	1-12	9
Sales Account Assistant	1-12	2
News Director/Air Talent	1,2,3,5,6,7,9,10,11,12	9
Sales Account Manager	3,4,5,6,7,9,10,11,12	9

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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	
2	On-Air Announcements on one or more SEU Stations	N	13
3	Pennsylvania CareerLink-Lycoming County 329 Pine St Williamsport, PA 17701 Ph: 570-601-5932	Y	
4	All Access(Online Recruitment Site) Allaccess.com	N	2
5	Pennsylvania College of Technology Attn: Career Services 1 College Ave. Williamsport, PA 17701 Ph: 570-320-7400	N	
6	Lock Haven University Attn: Career Services 401 North Fairview St. Lock Haven, PA 17745 Ph: 570-893-2011	N	
7	Lycoming College Attn: Career Services 700 College Place Williamsport, PA 17701 Ph: 570-321-4000	N	
8	Williamsport Sun Gazette Attn: Circulation Department 252 W. Fourth St. Williamsport, PA 17701 Ph: 570-326-1551 Fax: 570-323-0948	N	
9	Referral	N	2
10	Ohev Shalom 1501 Cherry Street Williamsport, PA 17701 Phone: 570-322-4209	Y	
11	Salvation Army 457 Market Street Williamsport, PA 17701 Phone: 570-326-9187	N	
12	In House Backyard Broadcasting of Pennsylvania 1685 Four Mile Drive Williamsport, PA 17701 Phone: 570-323-8200	N	3
	<b>TOTAL INTERVIEWS OVER REPORTING PERIOD</b>		<b>20</b>

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in a Job Fair	<p>Backyard Broadcasting of Pennsylvania participated in a virtual Career Fair at Penn College on 2/21/21. Our SEU's Business Manager attended this event and spoke with attendees about career opportunities available in broadcasting, with an emphasis on sales, part-time programming, and Internships.</p> <p>Backyard Broadcasting of Pennsylvania will be attending a job fair sponsored by the Williamsport /Lycoming Chamber on 3/31/21 at the Liberty Arena. Our Business Manager will be attending to talk to participants about open positions at our stations.</p>
2	Training regarding equal employment opportunity and preventing discrimination	<p>Our General, Sales and Business Managers will meet soon with all full-time staff members to present and discuss practices that ensure equal employment opportunity.</p> <p>SEU'S Managers recently participated in a online workshop for anti-discrimination and anti-harrasment in the work place.</p>
3	Mentoring Program	<p>Our SEU's Operations Manager has been mentoring four On Air talent throughout this reporting period to prepare them to assume the role of Program Directors. They meet at least once every week to review the review what they have learned and to address any questions.</p> <p>Our Traffic Director has also been mentoring the receptionist to become famillar with the Traffic System. This training will give the receptionist the ability to have a more flexible role in the company.</p>
4	Host event/program for or on behalf of an educational institution related to career oportunties in broadcasting (3)	<p>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.</p> <p>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 broadcatng industry.</p>