

**WCED-AM, WDSN-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - 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 Hiree</b>
Sales Associate	1-3, 5-9, 11	9
Sales & Marketing Professional	1, 3-11	10

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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	Black & White Business Solutions/ Find A Job PA 12 West Long Ave DuBois, Pennsylvania 15801 Phone : 814-590-6221 Url : <a href="http://www.findajobpa.com">http://www.findajobpa.com</a> Email : <a href="mailto:info@Findajobpa.com">info@Findajobpa.com</a> Melissa Varischetti	N	2
2	Clarion University 840 Wood Street Clarion, Pennsylvania 16214 Email : <a href="mailto:nharriger@clarion.edu">nharriger@clarion.edu</a> Nancy Harriger	N	0
3	NAACP P.O. Box 922 Levittown, Pennsylvania 19058 Url : <a href="http://www.naACP.org">http://www.naACP.org</a> Email : <a href="mailto:washingtonbureau@naACPnet.org">washingtonbureau@naACPnet.org</a> Job Postings	N	0
4	National Organization for Women 1100 H Street NW Suite 300 Washington, District of Columbia 20005 Url : <a href="http://www.now.org">http://www.now.org</a> Job Postings Manual Posting	N	0
5	PA CareerLink/Bureau of Work Force Development Partnership 20 North 6th Street DuBois, Pennsylvania 15801 Phone : 814-371-0250 Email : <a href="mailto:kmayes@pa.gov">kmayes@pa.gov</a> Karen Mayes	N	0
6	Penn State DuBois 1 College PI DuBois, Pennsylvania 15801 Phone : 814-372-3015 Url : <a href="http://www.dubois.psu.edu">http://www.dubois.psu.edu</a> Email : <a href="mailto:aaa39@psu.edu">aaa39@psu.edu</a> Anna Akintunde	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Pennsylvania Association of Broadcasters 208 North 3rd Street Harrisburg, Pennsylvania 17101 Url : <a href="http://www.pab.org">http://www.pab.org</a> Job Postings Manual Posting	N	0
8	Sunny 106 WDSN - Connect FM WCED 12 West Long Avenue DuBois, Pennsylvania 15801 Email : <a href="mailto:lorilewis@sunny106.fm">lorilewis@sunny106.fm</a> Jay Philippone	N	0
9	Sunny 106 WDSN Website 12 West Long Avenue DuBois, Pennsylvania 15801 Url : <a href="http://www.sunny106.fm">http://www.sunny106.fm</a> Lori Lewis Manual Posting	N	3
10	Word of Mouth Referral	N	1
11	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>6</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Establishment of training programs for station personnel	Jake Mercer was hired as a Sales Assistant, an entry level position, on July 27, 2020. He began the Sales Training Program facilitated through the the station manager. This type of training is provided to entry level hires to help them support sales management and sales team members while learning the job functions and best practices of the sales department. The goal of the sales assistant is to be promoted into a Sales Executive position.	2	Sales Assistant Station Manager
2	3/16/2021	Establishment of training programs for station personnel	Lori Lewis and Jordan Rummel enrolled in the RAB Professional Development Virtual Sales Essentials. This class provided by the RAD was focused on the essential knowledge necessary for your continued success in sales.	2	Sales Executive Station Manager
3	3/24/2021	Provision of training to management	Several members of Priority Communications attended the webinar "Staying On Top of Your Broadcast FCC EEO". This webinar was held on March, 24, 2021 and three people participated.	3	Owner HR Manager Station Manager