

Annual EEO Public File Report

WESB-AM and WBRR-FM

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(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: WESB-AM and WBRR-FM, both in Bradford, PA, and is required to be placed in the public inspection files of these stations and posted on their websites.

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(s) 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(c)(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 hiree 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 in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to section 73.2080(c)(2) of the FCC rules.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

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

WESB-AM and WBRR-FM

Section 1: Vacancy Information

| Full-time Positions Filled by Job Title | Recruitment Source of Hiree | Total No. of Interviewees From All Sources for This Position |
|---|-----------------------------|--|
| None | N/A | N/A |

Section 2: Recruitment Source Information

| Recruitment Source | Total Number of Interviewees This Source Has Provided | Full-time Positions For Which This Source Was Utilized |
|--------------------|---|--|
| N/A | N/A | N/A |

Section 3: Supplemental (Non-vacancy Specific) Recruitment Activities Undertaken by WESB-AM and WBRR-FM

1. Tour of WESB/WBRR facilities – University of Pittsburgh, Bradford.
Date: September 20, 2018
Participating Employees: Daniel DePrins
Program Description: Seven Broadcasting/Mass Media students of Prof. Jeffrey Guterman at Pitt-Bradford were given an inside tour of WESB/WBRR operations. Discussed were news and programming philosophies, demonstrations of technical equipment, and how digital multitrack commercial production is done. Job descriptions for various staff positions were explained, and students were informed of station internship opportunities.
2. Career Fair 2019 – University of Pittsburgh, Bradford.
Date: March 19, 2019
Participating Employees: Daniel DePrins
Description: Area businesses and agencies operated booths in the Student Activities Center for the benefit of University students interested in exploring career opportunities. Station representatives attended and distributed information about careers in radio broadcasting and about our stations, including station internship opportunities.

3. Tours of WESB/WBRR Facilities – George G. Blaisdell Elementary School
Dates: December 11 and 13, 2018.
Participating Employees: Daniel DePrins
Description: Two classrooms of thirty first grade students (total 60) were given a tour, in groups of 15. Students learned about marketing and advertising and were given a demonstration of commercial production. Ten students were chosen to read their own commercial and have it professionally recorded and mixed. The students were chosen by their teachers based on creativity and writing ability.

4. Undergraduate Internship Program with University of Pittsburgh at Bradford.
Dates: January 28, 2019 – April 15, 2019
Name of Student: Peter Beiriger
Supervisor: Daniel DePrins, Frank Williams
Duties: Sports intern – assist Sports Director Frank Williams and sports broadcast team. Also learn to write for radio, light production using Cool Edit Pro, assist with live remote broadcast. Student receives credit from the University toward graduation requirements.