

# *Penn State Public Broadcasting*

## *ANNUAL EEO PUBLIC FILE REPORT*

*Reporting Period: April 1, 2009 – March 31, 2010*

The purpose of this EEO Public File Report is to comply with Section 73.2080©(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: WPSU-TV, Clearfield, PA; WPSU-FM, State College, PA; and WPSX-FM, Kane, PA and is required to be placed in the public inspection files of this station, and posted on our website.

The information contained in this Report covers the time period beginning April 1, 2009 to and including March 31, 2010 (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 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 ©(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 connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Appendices 1, 2, and 3, which follow have been designed in the aggregate to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

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### APPENDIX 1

Covering the Period from April 1, 2009 to March 31, 2010

#### **Section 1: Vacancy Information**

##### **RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY**

#### **1. Broadcast Programming Specialist—Radio (29504)**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
A	PSU Internal	29504	0	0
B	PSU External	29504	8	1
D	PSPB Website	29504	0	0

#### **2. Associate Producer (29583)**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
A	PSU Internal	29583	0	0
B	PSU External	29583	9	1
D	PSPB Website	29583	0	0
E	CPB	E-29583	0	0
F	PBS Connect	F-29583	0	0
Q	Craigslist	A-29583	0	0
T	Don Neumuller	C-29583	0	0
U	Production Hub	B-29583	0	0
V	TV Jobs	D-29583	0	0

#### **3. Producer/Director (29561)**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
A	PSU Internal	29561	0	0
B	PSU External	29561	4	1
D	PSPB Website	29561	0	0
E	CPB	A-29561	0	0
F	PBS Connect	D-29561	0	0
O	Mandy	C-29561	0	0
Q	Craigslist	B-29561	0	0
T	Don Neumuller	F-29561	0	0
U	Production Hub	E-29561	0	0

**4. Broadcast Programming Specialist (Internally posted only)**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
A	PSU Internal		4	1

**5. Associate Producer (Internally posted only)**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
A	PSU Internal		3	1

**6. Business Manager III (30526) --WITHDRAWN**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
A	PSU Internal	30526	3	0
B	PSU External	30526	1	0
D	PSPB Website	30526	0	0
E	CPB	B-30526	0	0
F	PBS Connect	A-30526	0	0

**7. Grants & Contracts Coordinator (31176)**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
A	PSU Internal	31176	3	1
B	PSU External	31176	1	0
D	PSPB Website	31176	0	0

**8. Financial Analyst (31200)**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
A	PSU Internal	31200	2	1
B	PSU External	31200	1	0
D	PSPB Website	31200	0	0

Total Number of Persons Interviewed During Applicable Period: 39

Total Number of Persons Hired During Applicable Period: 7

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### APPENDIX 2

#### **Section 2: Recruitment Source Information**

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees this Source Has Provided During This Period (If Any)</b>	<b>Full-time Position for Which This Source Was Utilized (Hired)</b>
A	PSU Internal	15	4
B	PSU External	24	3
C	PSU Tech Service Internal		
D	WPSU Website		
E	Corporation for Public Broadcasting (CPB)		
F	PBS Connect		
G	Current Newspaper		
H	Centre Daily Times		
I	NAB		
J	American Women in Radio & TV		
K	International Film Workshops		
L	Society of Broadcast Engineers		
M	NETA Online		
N	Chronicles of Higher Education		
O	Mandy.com		
P	Greater Philadelphia Film Office		
Q	Craigslist		
R	Entertainment Careers		
S	Mediabistro		
T	TV Production (Don Neumuller)		
U	Production Hub		
V	TV Jobs		
W	The Morning Call		
X	The Patriot News		
Y	Case.Org		
Z	Altoona Mirror		
AA	The Pennsylvania Association of Broadcasters (PAB)		

BB	Inside HigherEd		
CC	CUPRAP-The College & University Public Relations Assoc of PA		
DD	University Web Developers Listserve		
EE	Krop Creative and Tech Jobs		
FF	Fresh Web Jobs		
GG	Design Related		
HH	PSU Alumni		
II	Pittsburgh Film Office		
JJ	TV Gigs Online		
KK	Monster.Com		
LL	LinkedIn		
MM	Career Builders		
NN	Variety		
OO	Entertainment Careers.Net		
PP	The Pittsburgh Post Gazette		
QQ	PRSA (Public Relations Society of America)		
RR	PubRadio Listserve		
SS	National Association of Black Journalists		
TT	National Association of Hispanic Journalists		
UU	Society of Professional Journalists		
VV	NPR Website		
WW	Recruit Military		
XX	Military Times		
YY	PRNDI Listserve "Newslink"		
ZZ	JournalismJobs.com		
A1	TV Spy		
B1	Job Bank		

**WPSU-TV and WPSU-FM (Penn State Public Broadcasting)**

Recruitment Sources (Additional Information):

- A The Pennsylvania State University  
Office of Human Resources  
120 Rider Building, University Park, Pa 16802  
Attention: Gwen Marchek 814-865-3558  
Source: Internal University Applications  
(<http://www.ohr.psu.edu/emplment/staff.htm>)

- B The Pennsylvania State University  
Office of Human Resources  
120 Rider Building, University Park, Pa 16802  
Attention: Gwen Marchek 814-865-3558  
Source: External University Applications  
(<http://www.ohr.psu.edu/emplment/staff.htm>)
- C The Pennsylvania State University  
Office of Human Resources  
120 Rider Building, University Park, Pa 16802  
Attention: Gwen Marchek 814-865-3558  
Source: Internal Technical Service Position
- D Penn State Public Broadcasting Website  
120 Outreach Building, University Park, PA 16802  
Attention: Annie Doncsecz 814-865-3333  
Wpsu.org
- E Corporation for Public Broadcasting (CPB)  
401 Ninth Street, NW, Washington, DC 20004  
(202)879-9600  
([jobline@cpb.org](mailto:jobline@cpb.org))
- F Public Broadcasting Service (PBS)  
PBS Connect  
1320 Braddock Place, Alexandria, VA 22314  
(703)739-5132  
([www.pbs.org](http://www.pbs.org))
- G Current Newspaper  
6930 Carroll Avenue, Suite 350, Takoma, MD 20912  
301-270-7240
- H Centre Daily Times  
Classifieds  
P.O. Box 89, State College, Pa 16804  
(814)234-7355  
([www.centredaily.com](http://www.centredaily.com))
- I National Association of Broadcasters (NAB)  
1771 N. Street NW, Washington, DC 20036  
(202)429-5497  
([www.nab.org/bcc/program/members/checllogin.asp](http://www.nab.org/bcc/program/members/checllogin.asp))
- J American Women in Radio and Television  
8405 Greensboro Drive, Suite 800, McLean, VA 22102  
(703)560-3290
- K International Film Workshops  
[www.filmworkshops.com](http://www.filmworkshops.com)

- L Society of Broadcast Engineers  
SBE National Office of Indianapolis  
(317)846-9000  
Scott Jones (kjones@sbe.org)  
[www.sbe.org/jobline.html](http://www.sbe.org/jobline.html)
- M NETA Online  
PO Box 50008, Columbia, SC 29250  
(803)799-5517  
Maryann (Maryanne@netaonline.org)  
www.netaonline.org
- N Chronicle of Higher Education  
823 Innovation Blvd, Suite 300, State College, PA 16803  
(814)863-3080  
sales@higheredjobs.com  
[www.higheredjobs.com](http://www.higheredjobs.com)
- O Mandy.com  
[www.mandy.com](http://www.mandy.com)
- P Greater Philadelphia Film Office  
100 South Broad Street, Philadelphia, PA 19110  
(215)686-2668  
[www.film.org](http://www.film.org)
- Q Craigslist  
[www.craigslist.org](http://www.craigslist.org)
- R Entertainment Careers  
[www.entertainmentcareers.com](http://www.entertainmentcareers.com)  
Brad Hall, Founder  
(310) 442-0200
- S Mediabistro  
494 Broadway, 4<sup>th</sup> Floor, New York, NY 10012  
(212)929-2588  
Mediabistro.com
- T TV Production  
Don Neumuller  
[Jdn1@nyu.edu](mailto:Jdn1@nyu.edu)
- U [www.ProductionHub.com](http://www.ProductionHub.com)  
801 W. Fairbanks Avenue, Winter Park, FL 32789  
Lauren Memberg  
(800)629-4122
- V TVJob.com  
Broadcast Employment Services  
P.O. Box 4116. Oceanside, CA 92052

Mark Holloway  
(760)754-8177  
[www.tvjobs.com](http://www.tvjobs.com)

- W The Morning Call  
Allentown Call Chronicle  
P.O. Box 1260  
101 North 6<sup>th</sup> Street  
Allentown, PA 18105  
(610) 820-6565  
[www.Mcall.com](http://www.Mcall.com)
- X The Patriot News  
812 Market Street  
Harrisburg, PA 17101  
(717) 255-8100 or (800) 692-7207  
[www.patriot-new.com](http://www.patriot-new.com)
- Y Case  
1307 New York Avenue, Suite 1000  
Washington, DC 2005-4701  
202-328-2273  
[www.case.org](http://www.case.org)
- Z The Altoona Mirror  
301 Cayuga Avenue  
Altoona, PA 16602  
814-946-7411  
[www.altoonamirror.com](http://www.altoonamirror.com)
- AA The Pennsylvania Association of Broadcasters  
[http://www.pab.org/job\\_board.html](http://www.pab.org/job_board.html)
- BB Inside HigherEd  
<http://Insidehighered.com/>
- CC CUPRAP-The College & University Public Relations Assoc of PA  
Calder Square  
PO Box 10034  
State College, PA 16805  
Fax 814-863-3428  
<http://www.cuprap.org/default.aspx?pageid=15>
- DD University Web Developers Listserve
- EE Kopp Creative and Tech Jobs  
310-209-8969 or 1-888-576-7562  
<http://www.krop.com/>
- FF Fresh Web Jobs  
<http://www.freshwebjobs.com>

- GG Design Related  
Matt Sung  
<http://designrelated.com/jobs>  
<http://www.redesignrelated.com/>  
<http://www.designrelatedstudio.com/>
- HH PSU Alumni  
<http://www.alumni.psu.edu>
- II Pittsburgh Film Office  
The Century Building  
130 7<sup>th</sup> Street, Suite 1000  
Pittsburgh, PA 15222  
Jessica Conner  
[Jconner@pghfilm.org](mailto:Jconner@pghfilm.org)  
412-261-2744  
Fax: 412-471-7317  
[www.pghfilm.org/index.jsp](http://www.pghfilm.org/index.jsp)
- JJ TV Gigs Online  
[www.maslowmedia.com/listserve/signup.asp](http://www.maslowmedia.com/listserve/signup.asp)
- KK Monster.Com  
[www.monster.com](http://www.monster.com)
- LL LinkedIn  
[www.linkedin.com](http://www.linkedin.com)
- MM Career Builders  
[www.careerbuilding.com](http://www.careerbuilding.com)
- NN Variety  
[www.variety.com](http://www.variety.com)
- OO Entertainment Careers.Net  
[www.entertainmentcareers.net](http://www.entertainmentcareers.net)
- PP The Pittsburgh Post Gazette  
Pittsburgh, PA
- QQ Public Relations Society of America (PRSA)  
[http://jobs.prsa.org/home/2170\\_rec.cfm](http://jobs.prsa.org/home/2170_rec.cfm)  
<http://www.prsa-pgh.org/jobs.php>  
[http://www.prsa.philly.org/pro\\_job\\_bank.html](http://www.prsa.philly.org/pro_job_bank.html)  
<http://cpaprsa.tripod.com/>
- RR PubRadio Listserve
- SS National Association of Black Journalists  
<http://careerservices.nabj.org/employers/>

- TT National Association of Hispanic Journalists  
<http://hahj.org/jobbank/jobbank.shtml>
- UU Society of Professional Journalists  
<http://www.spj.org:80/jobpost.asp>
- VV NPR Website
- WW Recruit Military  
<http://www.recruitmilitary.com/>
- XX Military Times  
<http://militarytimes.com/>
- YY PRNDI Listserve "Newslink"  
[www.prndi.org](http://www.prndi.org)
- ZZ JournalismJobs.com  
<http://www.journalismjobs.com/index.cfm>
- A1 TV Spy  
<http://www.tvspy.com/admin.cfm?type=3>
- B1 Job Bank  
<http://jobbank.emmyonline.org/Chlisting.asp>

# ***Penn State Public Broadcasting***

## ***ANNUAL EEO PUBLIC FILE REPORT FORM***

### ***APPENDIX 3***

Covering the Period: April 1, 2009 to March 31, 2010

#### **Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by PSPB:**

1. Penn State Public Broadcasting Internship Program – This yearly program, for local college and university students is offered by Penn State Public Broadcasting and is open to a diverse population. The goal is to provide a college student with an opportunity to learn and develop practical skills throughout their college education in the potential field of study.
2. Penn State Public Broadcasting and The Pennsylvania State University through their Human Resources Development Office provide training to management level as well as all staffing levels of Penn State Public Broadcasting and The Pennsylvania State University on Equal Employment Opportunities, Discrimination and Diversity Training. Penn State and Penn State Public Broadcasting consider diversity training a serious issue and make it a high priority.