

WILQ-FM, WZXR-FM, WCXR-FM, WBZD-FM, WLMY-FM, & WWPA-AM

EEO PUBLIC FILE REPORT

April 1, 2018 to March 31, 2019

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
Receptionist	1-10	2
Receptionist	1-10	10
Account Representative	1-10	2
Account Representative	1-10	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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
2	On-Air Announcements on one or more SEU Stations	N	12
3	Pennsylvania Careerlink-Lycoming County West Third St. Williamsport, PA	N	1
4	Williamsport HelpWanted.com Media Affiliations Greenwood Plaza Blvd. Centennial, CO 80111 303-845-9510	6465 Suite 400 Ph:	N
5	Pennsylvania College of Technology Career Services Ave. 17701	Attn: 1 College Williamsport, PA Ph: 570-320-7400	N
6	Lock Haven University Career Services Fairview St. 17745	Attn: 401 North Lock Haven, PA Ph: 570-893-2011	N
7	Lycoming College Career Services Place 17701	Attn: 700 College Williamsport, PA Ph: 570-321-4000	N
8	Center for Independent Living of N Central PA Ms. Melissa Magargle, Employment Coordinator Market St., Suite A Williamsport, PA 17701 570-327-9070 Fax: 570-327-8610	Attn: 210 Ph:	Y
9	Williamsport Sun Gazette Circulation Department Fourth St. PA 17701 Fax: 570-323-0948	Attn: 252 W. Williamsport, Ph: 570-326-1551	N 14
10	Referral	N	4
	TOTAL INTERVIEWS OVER REPORTING PERIOD		33

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Co-Sponsored a Job Fair	Backyard Broadcasting PA, LLC along with Career Link Lycoming County sponsored a job fair on February 6, 2019 which included 96 employers which Backyard Broadcasting helped solicit and over 600 job seekers. Backyard Broadcasting handled all of the logistics. Our SEU's Sales Manager and eight Sales Representative attended this event and spoke with attendees about career opportunities available in broadcasting, with an emphasis on sales. This event was promoted on all of the stations.
2	Training regarding equal employment opportunity and preventing discrimination	During this reporting period, our General, Sales and Business Managers met with all full-time staff members to present and discuss practices that ensure equal employment opportunity as well as the prevention of discrimination in the workplace.
3	Mentoring Program	Our SEU's Business Manager has been mentoring our Traffic Director throughout this reporting period to prepare her to assume the role of Business Manager in the future. They meet at least once every two weeks to review the numerous and varied responsibilities of this position and when schedules allow, the Traffic Director "shadows" the Business Manager to gain first-hand insight about performance of these duties in real time.
4	Host event/program for or on behalf of an educational institution related to career opportunities in broadcasting (3)	<p>On April 3, 2018 a junior at Loyalsock High School accompanied an on-air staff member to the different departments within Backyard Broadcasting to get an overview of how radio broadcasting works.</p> <p>A 11th grade student at Warrior Run High School job shadowed with one of the on air staff members on November 7, 2018 to learn about radio and all that goes into the success of radio.</p> <p>On March 6, 2019 a senior at Montgomery Area High School came in to job shadow with John Finn. She is pursuing a career in music production.</p>