

**WCED-AM, WDSN-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 - March 31, 2022**

**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>
Director of Client Success	1-7, 9-12	10
Customer Service\Marketing Associate	1-9, 12	2

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
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	Indeed.com	N	9
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
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

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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>
8	Priority Media 12 West Long Avenue DuBois, Pennsylvania 15801 Url : <a href="http://www.prioritymedia.net">www.prioritymedia.net</a> Email : <a href="mailto:lorilewis@sunny106.fm">lorilewis@sunny106.fm</a> Lori Lewis	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	0
10	Walk In	N	1
11	Word of Mouth Referral	N	1
12	<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>13</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	11/5/2021	Participation in Job Fairs	On November 5th 2021 Melissa Varischetti and Lori Lewis attended an in person career fair sponsored by Career Link and the DuBois Chamber. About 40 employers were registered for the event which took place from 10am - 3pm. During the event Melissa and Lori were able to network with local job seekers and discuss various employment opportunities available with Priority Communication.	1	HR Manager General Manager
2	Ongoing Event	Establishment of training programs for station personnel	Business Office employee moving to Sales. Ongoing training program began at this time, including daily instruction and coaching.	2	VP\GM Sales
3	3/15/2022	Provision of training to management	General Manager Lori Lewis read EEO Training Materials and then discussed with Station Owner Jay Philipppone. The material used was from a session by David Oxenford for the WI Broadcasters Association. The intent of this training is for Lori Lewis to take over EEO responsibilities in the future.	2	President\Owner VP\GM

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<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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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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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