

**WHJB-FM WQMU-FM WLCY-FM WDAD-AM WCCS-AM
EEO PUBLIC FILE REPORT
April 1, 2021 – March 31, 2022¹**

<u>Employment Unit:</u> St. Pier Group, LLC	<u>Address:</u> 840 Philadelphia Street Indiana, PA 15701	<u>Contact:</u> EEO Report Contact
<u>Unit Members / City Of License:</u> WHJB-FM Greensburg, PA WQMU-FM Indiana, PA WLCY-FM Blairsville, PA WDAD-AM Indiana, PA WCCS-AM Homer City, PA	<u>Telephone:</u> (724) 465-4700	<u>Email Address:</u> EEOreports@RendaBroadcasting.com

I. FULL TIME 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 Hiree
Salesperson	1, 2, 4, 5, 12, 14	14
Salesperson	1, 2, 5, 7, 17	7
Programming	1, 2, 5, 7, 17	7
Salesperson	1, 2, 5, 7	7
Salesperson	1, 2, 5, 7	7
Business Manager	1, 2, 3, 5, 7, 17	7
Salesperson	1, 2, 4, 5, 12, 13	13
Salesperson	1, 2, 4, 5, 12, 14	5

¹ This Report provides recruitment data collected from April 1, 2021 through March 31, 2022.

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
General Sales / Station Manager	1, 2, 3, 4, 6	3

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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	<u>Radio Station Websites</u> www.WHJBfm.com www.WCCSradio.com www.CatCountry1063fm.com www.U92Radio.com www.WDADradio.com	N	0
2	<u>Corporate Owner Website</u> www.RendaBroadcasting.com	N	0
3	Internal Referrals 840 Philadelphia Street Indiana, PA 15701	N	4
4	Internal Referrals 2000 Tower Way Greensburg, PA 15601	N	1
5	On Air Advertisements Mark Bertig, General Manager WCCS WDAD WQMU WLCY WHJB	N	5
6	Walk in / Call In Mark Bertig, General Manager WCCS WDAD WQMU WLCY WHJB	N	0
7	Indeed.com	N	20

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Craigslist.com	N	0
9	AllAccess.com	N	0
10	CarrerBuilder.com	N	0
11	InsideRadio.com	N	0
12	Facebook.com Job Posting	N	0
13	ZIP Recruiter	N	1
14	Glassdoor	N	2
15	PENNSYLVANIA ASSOCIATION OF BROADCASTERS 208 North 3rd Street Suite 105 Harrisburg, PA 17101 http://www.pab.org	N	0
16	Tribune Review Newspaper 210 Wood Street Tarentum, PA 15084 https://triblive.com/	N	0
17	PA Careerlink	N	1
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			34

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Job Fairs	<p>WHJB-FM WQMU-FM WLCY-FM WDAD-AM WCCS-AM participated and bult area job fairs to assist local business with recruitment. These were conducted on the following two dates:</p> <p>October 21, 2021 10AM-2PM Location: Indiana Mall Indiana, PA</p> <p>March 31, 2022 10AM-2PM Location: Indiana Mall Indiana, PA</p> <p>The Job Fair activities were meant to assist local business owners with recruitment as well as outreach for our broadcast facilities.</p>
2	Job Listings on Radio Station Websites	<p>WHJB-FM WQMU-FM WLCY-FM WDAD-AM WCCS-AM job openings are offered on our radio station websites. These offerings list the various career opportunities and how to apply for each position.</p> <p>www.WHJBfm.com</p> <p>www.WCCSradio.com</p> <p>www.CatCountry1063fm.com</p> <p>www.U92Radio.com</p> <p>www.WDADradio.com</p>

3	On-Air Advertisements of Job Openings	<p>WHJB-FM WQMU-FM WLCY-FM WDAD-AM WCCS-AM runs an on air schedules (ten thirty second commercials per week) Monday through Sunday, Midnight to Midnight, inviting any organization wishing to receive notification of open positions or any entity wishing to be added to our recruitment list to contact us directly. This updated list is then used for any new job vacancy within the radio stations.</p>
4	Job Shadow / Internship Program	<p>WHJB-FM WQMU-FM WLCY-FM WDAD-AM WCCS-AM work with local schools and universities to offer job shadowing and internship opportunities. This allows real world experience for people looking to get started within broadcasting.</p> <p>During this reporting period this employment unit had hosted job shadowing candidates on June 2, 2021 and March 9, 2022. Records are kept in house for accountability needs and privacy.</p>