**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, 2020** to and including **March 31, 2021** (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.

**Annual EEO Public File Report**

**Covering the Period from April 1, 2020 to March 31, 2021**

**WESB-AM and WBRR-FM**

**Section 1: Vacancy Information**

Full-time Positions Recruitment Source Total No. of Interviewees

Filled by Job Title of Hiree From All Sources for

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ This Position

News Director Re-hire of laid-off 1

 part-time employee

**Section 2: Recruitment Source Information**

Recruitment Source Total Number of Interviewees Full-time Positions

 This Source Has Provided For Which This

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Source Was Utilized

No other full-time vacancies were recruited during the Applicable Period.

**Section 3: Supplemental (Non-vacancy Specific) Recruitment Activities**

**Undertaken by WESB-AM and WBRR-FM**

1. “Careers in Radio” page added to the “Jobs” tab on our websites wesb.com and wbrr.com. This informative feature describes all the different types of jobs and responsibilities at a typical radio station.
2. On-air promos inviting community groups to request notification of job openings at the station, as required. No groups have responded during the applicable period.
3. Our typical outreach activities (studio tours, college internships, job fairs, etc) were cancelled this year due to the COVID-19 pandemic.