

## **EEO Public File Report 2023**

### **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, 2022** to and including **March 31, 2023** (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.

## **EEO Public File Report 2023**

**Covering the Period from April 1, 2022 to March 31, 2023**

### **WESB-AM and WBRR-FM**

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

<b>Full-time Positions Filled by Job Title</b>	<b>Recruitment Source of Hiree</b>	<b>Total No. of Interviewees From All Sources for <u>This Position</u></b>
_____	_____	_____
None	None	None

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

<b>Recruitment Source</b>	<b>Total Number of Interviewees This Source Has Provided</b>	<b>Full-time Positions For Which This <u>Source Was Utilized</u></b>
_____	_____	_____
None	None	None

#### **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 wbrrfm.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. Undergraduate Internship Program with University of Pittsburgh at Bradford.  
Dates: May 17, 2022, to August 10, 2022.  
Participating Employees: Daniel DePrins, Andy Paulsen, Kimberly Galloway  
Program Description: Student responsibilities included: learning multi-track digital editing for commercial production and radio imaging; learning to gather, write and report news and sports stories; learning how to represent the radio station face-to-face with the audience during promotion events and live remote broadcasts. Student also learned basic office procedures including order entry. Student received three credits toward his graduation requirements. Upon completion of the internship, student was hired by the station for parttime duties.

4. Career Fair – Sponsored by University of Pittsburgh at Bradford  
Date: March 22, 2023, from 10:00AM until 1:15PM.  
Participating Employees: Daniel DePrins, Kimberly Galloway.  
Program Description: Area businesses and agencies operated booths at the Frame-Westerburg Commons at the University of Pittsburgh at Bradford. Our employees distributed station information, brochures on “Careers in Radio” and discussed potential employment opportunities with interested parties.
5. Tour of WESB/WBRR Facilities – University of Pittsburgh, Bradford.  
Date: October 18, 2022.  
Participating Employees: Daniel DePrins, Andy Paulsen, Kimberly Galloway, Donald Fredeen.  
Program Description: Ten students from the Communications and Broadcasting program at the University of Pittsburgh at Bradford were given a tour of the WESB/WBRR studio and office facilities. Students learned about station operations and job responsibilities from participating staff. The tour was arranged by Dr. Jeffrey Guterman, Chairman of the Communications and Broadcasting Department at Pitt-Bradford.
6. Tour of WESB/WBRR Facilities – Girl Scouts  
Date: March 9, 2023  
Participating Employees: Daniel DePrins  
Program Description: 17 local Girl Scouts, ages 6-7 years, plus three mothers, were given a tour of the WESB/WBRR studios. Scouts and mothers were shown a behind-the-scenes look at how a radio station operates.
7. ESB Broadcasting Scholarship Fund – University of Pittsburgh, Bradford  
Date: March 2023  
Participating Employees: Donald Fredeen  
Program Description: Station has established an Endowed scholarship fund through the Bradford Educational Foundation to provide financial assistance to a deserving student majoring in Broadcast Communications at the University of Pittsburgh at Bradford. The scholarship is awarded on an annual basis.
8. Training Webinars were provided and viewed by sales department personnel, including:  
“Radio’s Digital Revenue Strategy for 2023” -- SoCast (9/28/22)  
  
“Better Advertising Campaigns Aren’t Just Essential, They’re Existential” – Paul Weyland (2/14/23)  
  
“Getting Your Local Auto Dealers Back in the Game” – John Tkac (3/14/23).

EEO – REFERRAL SOURCES

4/1/22

Dr. Jeffery Guterman, Chairman  
Department of Communications and Broadcasting  
University of Pittsburgh at Bradford  
300 Campus Drive  
Bradford, PA 16701  
(814) 362-7500

PA Career Link  
40 Davis Street  
Bradford, PA 16701  
ATTN: Marilyn Willard  
(814) 363-9100  
[www.pacareerlink.state.pa.us](http://www.pacareerlink.state.pa.us)

EEO – Media Sources

WESB-AM 1490/FM 107.5

WBRR-FM 100.1

[www.wesb.com](http://www.wesb.com)

[www.wbrrfm.com](http://www.wbrrfm.com)

Facebook/WESB