

Penn State Public Broadcasting

ANNUAL EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2008 – March 31, 2009

The purpose of this EEO Public File Report is to comply with Section 73.2080©(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: WPSU-TV, Clearfield, PA; WPSU-FM, State College, PA; and WPSX-FM, Kane, PA and is required to be placed in the public inspection files of this station, and posted on our website.

The information contained in this Report covers the time period beginning April 1, 2008 to and including March 31, 2009 (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 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 ©(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 connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Appendices 1, 2, and 3, which follow have been designed in the aggregate to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

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APPENDIX 1

Covering the Period from April 1, 2008 to March 31, 2009

Section 1: Vacancy Information

RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1. Technician, TV & Electronics (T-25081)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
C	PSU Tech Service Internal Posting	T-25081	0	0
D	WPSU Website	26582	1	1
H	Centre Daily Times	B-25081	0	0
T	TV Production	F-25081	1	0
AA	Altoona Mirror	A-25081	2	0
QQ	Pittsburgh Post Gazette	D-25081	1	0

2. Grant Development Assistant--wage (27603)--WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
B	PSU External	26120	3	0
D	WPSU Website	26120	0	0
H	Centre Daily Times	26120	0	0

3. Manager III (New Business) (27199)--WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	27199	0	0
B	PSU External	27199	0	0
D	WPSU Website	27199	0	0
E	Corporation for Public Broadcasting	G-27199	0	0
F	PBS Connect	I-27199	0	0
H	Centre Daily Times	F-27199	0	0
M	NETA Online	H-27199	0	0
T	TV Production	K-27199	0	0
Z	Ryan Watterson	J-27199	0	0

4. Donor Services Coordinator (26646)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	26646	1	0
B	PSU External	26646	4	1
D	WPSU Website	26646	0	0

5. Associate Producer (27038)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	26646	1	0
B	PSU External	26646	4	1
D	WPSU Website	26646	0	0

6. Information Technology Consultant (26812)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	26812	1	0
B	PSU External	26812	3	1
D	WPSU Website	26812	0	0

7. Broadcast Engineer (27187)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	27187	0	0
B	PSU External	27187	1	1
D	WPSU Website	27187	0	0
E	Corporation for Public Broadcasting	A-27187	0	0
F	PBS Connect	D-27187	0	0
I	NAB	L-27187	0	0
L	Society of Broadcasters	K-27187	0	0
M	NETA Online	C-27187	0	0
BB	PAB	O-27187	0	0
XX	Recruit Military	N-27187	0	0
YY	Military Times	P-27187	0	0

8. Staff Assistant VI (28053)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28053	0	0
B	PSU External	28053	7	1

9. Underwriting Sales—wage (27293)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
B	PSU External	27293	1	0
H	Centre Daily Times	A-27293	3	1

10. Staff Assistant V (28217)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28217	0	0
B	PSU External	28217	11	1
D	WPSU Website	28217	0	0

11. Technician, TV & Electronics (T-28252)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
C	PSU Tech Service Internal Posting	T-28252	1	1

12. Staff Assistant VII (28049)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28049	1	0
B	PSU External	28049	3	1
D	WPSU Website	28049	0	0

13. Master Control Operator (T-28512)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
C	PSU Tech Service Internal	T-28512	0	0
H	Centre Daily Times	C-28512	1	1
AA	The Altoona Mirror	B-28512	0	0

14. Major Gifts Officer (Assoc Dir of Development) (27536)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	27536	1	0
B	PSU External	27536	4	1

15. Senior Promotions Associate (28228)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28228	0	0
B	PSU External	28228	7	1
D	WPSU Website	28228	0	0
E	CPB	A-28228	0	0
F	PBS Connect	C-28228	0	0
M	NETA Online	B-28228	0	0
T	TV Production (Don Neumuller)	E-28228	0	0
Z	Ryan Watterson	D-28228	0	0
DD	CUPRAP	I-28228	0	0

16. Staff Assistant VI (28624)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28624	1	0
B	PSU External	28624	2	1

17. Associate Producer (28230)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28230	1	1
B	PSU External	28230	15	3
D	WPSU Website	28230	0	0
E	CPB	A-28230	0	0
F	PBS Connect	D-28230	0	0
M	NETA Online	C-28230	0	0
O	Mandy.com	J-28230	0	0
P	Greater Philadelphia	I-28230	0	0
T	TV Production (Don Neumuller)	E-28230	0	0
V	TV Jobs	K-28230	0	0
Z	Ryan Watterson	F-28230	0	0

18. Producer (Producer/Director) (28344)--WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28344	0	0
B	PSU External	28344	0	0
D	WPSU Website	28344	0	0
E	CPB	A-28344	0	0
F	PBS Connect	D-28344	0	0
O	Mandy.com	C-28344	0	0
P	Greater Philadelphia Film	B-28344	0	0
T	TV Production (Don Neumuller)	F-28344	0	0
V	TV Jobs	G-28344	0	0
Z	Ryan Watterson	E-28344	0	0

19. Producer/Director (27192)--WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	27192	1	0
B	PSU External	27192	6	0
D	WPSU Website	27192	0	0
E	CPB	A-27192	1	0
F	PBS Connect	G-27192	0	0
M	NETA Online	C-27192	0	0
O	Mandy.com	B-27192	3	0
P	Greater Philadelphia Film	I-27192	0	0
T	TV Production (Don Neumuller)	E-27192	0	0
U	Production Hub	K-27192	0	0
V	TV Jobs	J-27192	0	0
Y	Case.Org	H-27192	0	0
Z	Ryan Watterson	E-27192	0	0

20. Staff Assistant VI (28904)--WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28904	2	0
B	PSU External	28904	8	0

21. Director, Strategic Initiatives (Director, Health) (28492)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28492	0	0
B	PSU External	28492	4	1
D	WPSU Website	28492	0	0

22. Associate Producer (Radio) (28050)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28050	0	0
B	PSU External	28050	10	1
D	WPSU Website	28050	0	0
E	CPB	B-28050	2	0
F	PBS Connect	N-28050	0	0
J	American Women In Radio & TV	E-28050	0	0
Z	Ryan Watterson	C-28050	0	0
SS	PubRadio Listserve	D-28050	0	0
TT	National Association of Black Journalists	M-28050	0	0
UU	National Association of Hispanic Journalists	G-28050	0	0
VV	Society of Professional Journalists	J-28050	0	0
WW	NPR Website	NA	1	0

23. Director, Strategic Initiatives (Director, Special Projects) (28491)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28491	0	0
B	PSU External	28491	2	1
D	WPSU Website	28491	0	0
E	Corporation for Public Broadcasting	A-28491	0	0
F	PBS Connect	B-28491	0	0

24. Multimedia Specialist (27302)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	27302	0	0
B	PSU External	27302	6	1
E	CPB	G-27302	0	0
F	PBS Connect	I-27302	0	0
Q	Craigslist	A-27302	0	0
T	TV Production (Don Neumuller)	K-27302	0	0
Z	Ryan Watterson	J-27302	0	0
EE	University Web Developers Listserve	B-27302	0	0
FF	Krop Creative and Tech Jobs	F-27302	0	0
GG	Fresh Web Jobs	E-27302	0	0
HH	Design Related	D-27302	0	0
II	PSU Alumni	C-27302	0	0

25. Administrative Support Assistant (29259)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	29259	4	1
B	PSU External	29259	3	0
H	Centre Daily Times	A-29259	0	0

26. Associate Producer (Sports) (27903)--WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	27903	0	0
B	PSU External	27903	12	0
D	WPSU Website	27903	0	0
E	Corporation for Public Broadcasting	A-27903	0	0
F	PBS Connect	E-27903	1	0
M	NETA Online	D-27903	0	0
T	TV Production (Don Neumuller)	G-27903	0	0
Z	Ryan Watterson	F-27903	0	0

27. Broadcast Programming Specialist (Radio) (28933)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28933	1	1
B	PSU External	28933	4	0
D	WPSU Website	28933	0	0
E	CPB	A-28933	0	0
F	PBS Connect	B-28933	0	0
H	Centre Daily Times	G-28933	0	0
M	NETA Online	NA	0	0
T	TV Production (Don Neumuller)	C-28933	0	0
Z	Ryan Watterson	D-28933	0	0
AA	The Altoona Mirror	F-28933	0	0
SS	Public Radio Listserve	E-28933	0	0

28. Producer (28189)--WITHDRAWN

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28189	1	0
B	PSU External	28189	9	0
D	WPSU Website	28189	0	0
E	CPB	B-28189	0	0
F	PBS	F-28189	0	0
M	NETA	A-28189	0	0
O	Mandy.com	K-28189	0	0
P	Greater Philadelphia Film	J-28189	0	0
T	TV Production (Don Neumuller)	N-28189	0	0
U	Production Hub	D-28189	0	0
V	TV Jobs	L-28189	0	0
Z	Ryan Watterson	E-28189	0	0

29. Senior Producer/Director (29394)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	29394	0	0
B	PSU External	29394	1	1

30. Videographer (28173)

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
A	PSU Internal Posting	28173	0	0
B	PSU External	28173	5	1
D	WPSU Website	28173	1	0
E	CPB	A-28173	0	0
F	PBS	C-28173	0	0
G	Current Newspaper	U-28173	0	0
M	NETA	B-28173	0	0
O	Mandy.com	J-28173	0	0
P	Greater Philadelphia Film	P-28173	0	0

Q	Craigslist	H-28173	0	0
R	Entertainment Careers	I-28173	0	0
T	TV Production (Don Neumuller)	E-28173	0	0
U	Production Hub	T-28173	0	0
Z	Ryan Watterson	D-28173	0	0
II	PSU Alumni	O-28173	0	0
JJ	Pittsburgh Film Officw	Q-28173	0	0
KK	TV Gigs Online	T-28173	0	0
LL	Monster.com	L-28173	0	0
MM	LinkedIn	K-28173	0	0
NN	Career Builders	G-28173	0	0
OO	Variety	S-28173	0	0

Total Number of Persons Interviewed During Applicable Period: 170

Total Number of Persons Hired During Applicable Period: 26

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APPENDIX 2

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees this Source Has Provided During This Period (If Any)	Full-time Position for Which This Source Was Utilized (Hired)
A	PSU Internal	16	3
B	PSU External	134	19
C	PSU Tech Service Internal	1	1
D	WPSU Website	2	1
E	Corporation for Public Broadcasting (CPB)	3	
F	PBS Connect	1	
G	Current Newspaper		
H	Centre Daily Times	4	2
I	NAB		
J	American Women in Radio & TV		
K	International Film Workshops		
L	Society of Broadcast Engineers		
M	NETA Online		
N	Chronicles of Higher Education		
O	Mandy.com	3	
P	Greater Philadelphia Film Office		
Q	Craigslist		
R	Entertainment Careers		
S	Mediabistro		
T	TV Production (Don Neumuller)	1	
U	Production Hub		
V	TV Jobs		
W	The Morning Call		
X	The Patriot News		
Y	Case.Org		
Z	Ryan Watterson		
AA	Altoona Mirror	2	
BB	The Pennsylvania Association of		

	Broadcasters (PAB)		
CC	Inside HigherEd		
DD	CUPRAP-The College & University Public Relations Assoc of PA		
EE	University Web Developers Listserve		
FF	Krop Creative and Tech Jobs		
GG	Fresh Web Jobs		
HH	Design Related		
II	PSU Alumni		
JJ	Pittsburgh Film Office		
KK	TV Gigs Online		
LL	Monster.Com		
MM	LinkedIn		
NN	Career Builders		
OO	Variety		
PP	Entertainment Careers.Net		
QQ	The Pittsburgh Post Gazette	1	
RR	PRSA (Public Relations Society of America)		
SS	PubRadio Listserve		
TT	National Association of Black Journalists		
UU	National Association of Hispanic Journalists		
VV	Society of Professional Journalists		
WW	NPR Website	1	
XX	Recruit Military		
YY	Military Times		
ZZ	PRNDI Listserve "Newslink"		
A1	JournalismJobs.com		
B1	TV Spy		
C1	Job Bank		

WPSU-TV and WPSU-FM (Penn State Public Broadcasting)

Recruitment Sources (Additional Information):

- A The Pennsylvania State University
Office of Human Resources
120 Rider Building, University Park, Pa 16802
Attention: Gwen Marchek 814-865-3558
Source: Internal University Applications
(<http://www.ohr.psu.edu/emplment/staff.htm>)

- B The Pennsylvania State University
Office of Human Resources
120 Rider Building, University Park, Pa 16802
Attention: Gwen Marchek 814-865-3558
Source: External University Applications
(<http://www.ohr.psu.edu/emplment/staff.htm>)
- C The Pennsylvania State University
Office of Human Resources
120 Rider Building, University Park, Pa 16802
Attention: Gwen Marchek 814-865-3558
Source: Internal Technical Service Position
- D Penn State Public Broadcasting Website
120 Outreach Building, University Park, PA 16802
Attention: Annie Doncsecz 814-865-3333
Wpsu.org
- E Corporation for Public Broadcasting (CPB)
401 Ninth Street, NW, Washington, DC 20004
(202)879-9600
(jobline@cpb.org)
- F Public Broadcasting Service (PBS)
PBS Connect
1320 Braddock Place, Alexandria, VA 22314
(703)739-5132
(www.pbs.org)
- G Current Newspaper
6930 Carroll Avenue, Suite 350, Takoma, MD 20912
301-270-7240
- H Centre Daily Times
Classifieds
P.O. Box 89, State College, Pa 16804
(814)234-7355
(www.centredaily.com)
- I National Association of Broadcasters (NAB)
1771 N. Street NW, Washington, DC 20036
(202)429-5497
(www.nab.org/bcc/program/members/checllogin.asp)
- J American Women in Radio and Television
8405 Greensboro Drive, Suite 800, McLean, VA 22102
(703)560-3290
- K International Film Workshops
www.filmworkshops.com

- L Society of Broadcast Engineers
SBE National Office of Indianapolis
(317)846-9000
Scott Jones (kjones@sbe.org)
www.sbe.org/jobline.html
- M NETA Online
PO Box 50008, Columbia, SC 29250
(803)799-5517
Maryann (Maryanne@netaonline.org)
www.netaonline.org
- N Chronicle of Higher Education
823 Innovation Blvd, Suite 300, State College, PA 16803
(814)863-3080
sales@higheredjobs.com
www.higheredjobs.com
- O Mandy.com
www.mandy.com
- P Greater Philadelphia Film Office
100 South Broad Street, Philadelphia, PA 19110
(215)686-2668
www.film.org
- Q Craigslist
www.craigslist.org
- R Entertainment Careers
www.entertainmentcareers.com
Brad Hall, Founder
(310) 442-0200
- S Mediabistro
494 Broadway, 4th Floor, New York, NY 10012
(212)929-2588
Mediabistro.com
- T TV Production
Don Neumuller
Jdn1@nyu.edu
- U www.ProductionHub.com
801 W. Fairbanks Avenue, Winter Park, FL 32789
Lauren Memberg
(800)629-4122
- V TVJob.com
Broadcast Employment Services

P.O. Box 4116. Oceanside, CA 92052
Mark Holloway
(760)754-8177
www.tvjobs.com

W The Morning Call
Allentown Call Chronicle
P.O. Box 1260
101 North 6th Street
Allentown, PA 18105
(610) 820-6565
www.Mcall.com

X The Patriot News
812 Market Street
Harrisburg, PA 17101
(717) 255-8100 or (800) 692-7207
www.patriot-new.com

Y Case
1307 New York Avenue, Suite 1000
Washington, DC 2005-4701
202-328-2273
www.case.org

Z Ryan Watterson
35 Hawthorne Ct.
Statesboro, GA 30458
rwatterson@georgiasouthern.edu

AA The Altoona Mirror
301 Cayuga Avenue
Altoona, PA 16602
814-946-7411
www.altoonamirror.com

BB The Pennsylvania Association of Broadcasters
http://www.pab.org/job_board.html

CC Inside HigherEd
<http://Insidehighered.com/>

DD CUPRAP-The College & University Public Relations Assoc of PA
Calder Square
PO Box 10034
State College, PA 16805
Fax 814-863-3428
<http://www.cuprap.org/default.aspx?pageid=15>

EE University Web Developers Listserve

- FF Kopp Creative and Tech Jobs
310-209-8969 or 1-888-576-7562
<http://www.krop.com/>
- GG Fresh Web Jobs
<http://www.freshwebjobs.com>
- HH Design Related
Matt Sung
<http://designrelated.com/jobs>
<http://www.redesignrelated.com/>
<http://www.designrelatedstudio.com/>
- II PSU Alumni
<http://www.alumni.psu.edu>
- JJ Pittsburgh Film Office
The Century Building
130 7th Street, Suite 1000
Pittsburgh, PA 15222
Jessica Conner
Jconner@pghfilm.org
412-261-2744
Fax: 412-471-7317
www.pghfilm.org/index.jsp
- KK TV Gigs Online
www.maslowmedia.com/listserve/signup.asp
- LL Monster.Com
www.monster.com
- MM LinkedIn
www.linkedin.com
- NN Career Builders
www.careerbuilding.com
- OO Variety
www.variety.com
- PP Entertainment Careers.Net
www.entertainmentcareers.net
- QQ The Pittsburgh Post Gazette
Pittsburgh, PA
- RR Public Relations Society of America (PRSA)
http://jobs.prsa.org/home/2170_rec.cfm
<http://www.prsa-pgh.org/jobs.php>
http://www.prsa.philly.org/pro_job_bank.html

<http://cpaprsa.tripod.com/>

SS PubRadio Listserve

TT National Association of Black Journalists
<http://careerservices.nabj.org/employers/>

UU National Association of Hispanic Journalists
<http://hahj.org/jobbank/jobbank.shtml>

VV Society of Professional Journalists
<http://www.spj.org:80/jobpost.asp>

WW NPR Website

XX Recruit Military
<http://www.recruitmilitary.com/>

YY Military Times
<http://militarytimes.com/>

ZZ PRNDI Listserve "Newslink"
www.prndi.org

A1 JournalismJobs.com
<http://www.journalismjobs.com/index.cfm>

B1 TV Spy
<http://www.tvspy.com/admin.cfm?type=3>

C1 Job Bank
<http://jobbank.emmyonline.org/Chlisting.asp>

Penn State Public Broadcasting

ANNUAL EEO PUBLIC FILE REPORT FORM

APPENDIX 3

Covering the Period: April 1, 2008 to March 31, 2009

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by PSPB:

1. Penn State Public Broadcasting Internship Program – This yearly program, for local college and university students is offered by Penn State Public Broadcasting and is open to a diverse population. The goal is to provide a college student with an opportunity to learn and develop practical skills throughout their college education in the potential field of study.
2. Penn State Public Broadcasting and The Pennsylvania State University through their Human Resources Development Office provide training to management level as well as all staffing levels of Penn State Public Broadcasting and The Pennsylvania State University on Equal Employment Opportunities, Discrimination and Diversity Training. Penn State and Penn State Public Broadcasting consider diversity training a serious issue and make it a high priority.