

WEHP-FM

EEO PUBLIC FILE REPORT

April 1, 2016 – March 31, 2017

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This annual EEO Report contains the following information:

- A list of all full-time vacancies filled by the station during the reporting period
- A list of the recruitment sources utilized to fill the vacancy
- The recruitment source that referred the hiree for each full-time vacancy filled during the reporting period
- The total number of persons interviewed for all full-time vacancies during the period by source.
- A description of community outreach activities undertaken by the station during the reporting period

I. 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	Date Filled
Promotions Director	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 13, 24	#1 - sent out 3/23/16	5/25/16
Program Director	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 13	#13 - sent out 5/4/16	7/18/16
Account Executive	1, 16, 18, 22, 23, 24, 25	#18 - sent out 12/21/16	1/3/17

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II. Master Recruitment Source List (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Responses	No. of Interviewees Referred by RS over Reporting Period
1	Erie Times News Contact: Joe Vieira 205 West 12th Street Erie, PA 16534-0001 Joe.Vieira@TimesNews.com 814 870-1648	No	10 + 34	9
2	Booker T. Washington Center Contact: W. Jeffress 1720 Holland Street Erie, PA 16503-1808 Wjeffress@btwcenter.org 814 453-5744	Yes	0	0
3	Edinboro University Contact: Philomena Gill 106 McNerney Hall Edinboro, PA 16444-0001 pgill@edinboro.edu 814 732-2781	Yes	0	0

4	Employment Opportunity Center Contact: Cassie Pilarski 1358 East 12th Street Erie, PA 16503-1717 Cpilarski@barberinstitute.org 814 455-5961	Yes	0	0
5	Gannon University Contact: Janet Armbruster 109 University Square Erie, PA 16541-0002 Armbrust003@gannon.edu 814 871-7220	Yes	0	0
6	International Institute Contact: Fideel Ibrahaeem 517 East 26th Street Erie, PA 16504-2803 fibrahemm@uscree-erie.org 814 452-3935	Yes	0	0
7	Martin Luther King Center Contact: Fran Lee 312 Chestnut Street Erie, PA 16507-1222 bmlkcenter@aol.com 814 459-2761	Yes	0	0
8	Mercyhurst College Contact: Frank Rizzone 501 East 38th Street Erie, PA 16546-0002 frizzone@mercyhurst.edu 814 824-2426	Yes	0	0
9	Office of Vocational Rehabilitation Contact: Tom Wellington 3200 Lovell Place Erie, PA 16503-2619 thwellingt@state.pa.us 814 871-4551	Yes	0	0

10	Pennsylvania Career Link Contact: Stephen Curico 115 West Eighth Street Erie, PA 16501 www.cwds.state.pa.us	No	0	0
11	Penn State University - Behrend College Contact: Carol Capan 4701 College Drive Erie, PA 16563-4117 recruitbehrend@psu.edu 814 898-6164	Yes	0	0
12	On Air Talent Search – Market Wide	Yes	0	0
13	All Access Pete Jones pjones@allaccess.com www.allaccess.com	No	22	8
14	RAMP Radio and Music Pros Kevin Carter Kevin@omnivision.com	No	0	0
15	Station Website Postings	No	0	0
16	Word-of-Mouth Referral	No	0	0

17	Current Employee – Promotion from within the station	No	0	0
18	Employee Referral	No	1	1
19	Former Employee	No	0	0
20	Application Already on File	No	0	0
21	Walk-ins	No	0	0
22	Indeed.com	No	13+22	6
23	Linkedin.com	No	0	0
24	Job Fairs	Yes	0	0

25	Ziprecruiter.com	No	0	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD				24

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participation in College Career Fair #1	The ERIE Radio Company participated in the Penn State Behrend Career Fair. The Station Manager and the Promotions Manager represented the station at the event on September 28, 2016, and spoke with students, collected resumes, and answered questions regarding careers in Communication and Media Broadcasting.
2	Participation in College Career Fair #2	The ERIE Radio Company was one of 141 companies participating in the Penn State Behrend Career and Internship Fair. The Promotions Manager and the Station Intern, represented the station at the event on March 16, 2017, and spoke with students, collected resumes, and answered questions regarding careers in Communication and Media Broadcasting. Several individuals expressed interest in radio careers and specifically in internship opportunities in the summer of 2017.
4	Internship Program – Winter 2016-17	Two students from Penn State Behrend participated in an Internship program from January 2017 to April 2017. Their internship included hands-on experience in all aspects of radio that will be beneficial in all media platforms. The students helped prepare for community events with the public, and learned about programming, production, marketing, public relations, event planning, social media, research, and sales.

5	Internship Availabilities	Internship Opportunities are distributed to college students for participants interested in WEHP's Internship Program. Selected individuals receive hands-on experience in all aspects of radio programming, production, promotions, marketing, public relations, event planning, social media, research and sales.
6	Station Tours	Station Tours are routinely held on request from adult and student organizations.