

**WMBA, WBVP, WJAS**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 – March 31, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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	<i>Indeed.com</i>	<i>N</i>	
2	One or more station websites ( <a href="https://beavercountyradio.com/">https://beavercountyradio.com/</a> , <a href="https://1320wjias.com/">https://1320wjias.com/</a> )	N	
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15			
16			
17			
18			
19			
20			
(etc.)			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	EEO Management Training	On January 3, 2023, the WBVP/WMBA General Manager and Assistant Gm participated in an EEO Management training session.
<b>2</b>	Internship Program	WBVP/WMBA had an internship program with a senior student from Hopewell High School & Beaver County Career & Technology Center, beginning in November, 2022
<b>3</b>	Participate in Scholarship Programs for Students Interested in pursuing a career in broadcasting	Starting in 2023, WBVP/WMBA will be partnering with the Beaver Education Administration to award the Bob Barrickman Scholarship in communications.
<b>4</b>	Training program for Station Employees that teaches skills needed for promotion to a higher level position	WBVP/WMBA and WJAS have programs in place to train employees for promotion, primarily in the programming department, as well as promote general awareness and education of what each member of the staff does.
<b>5</b>	Participate in Events or Programs sponsored by Education Institutions Relating To Careers in Broadcasting	On March 3 and 4 2022, WBVP/WMBA hosted a student from Freedom High School for a job shadow program. During the reporting year, WBVP/WMBA's Program Director participated in the Communications Department Advisory Board at the Community College of Beaver County.