

WMBA, WBVP, WJAS
EEO PUBLIC FILE REPORT
April 1, 2021 – March 31, 2022¹

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 |
|------------------|--|---------------------------|
| Chief Engineer | Exigent hire | 3 |
| | | |

¹ WMBA and WBVP were acquired by this licensee on November 30, 2021. WJAS was acquired by this licensee on January 13, 2021. This report includes information only from the acquisition dates to present.

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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 | Indeed.com | N | 0 |
| 2 | One or more station websites (https://beavercountyradio.com/ , https://1320wjas.com/) | N | 0 |
| 3 | Contract Employee | N | 1 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 1 |

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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative (Menu Selection) | Brief Description Of Activity |
|----------|--|--|
| 1 | EEO Management Training | On March 24, 2022, our GM & Operations Manager (WJAS) participated in a training on the FCC's EEO Rules and Regulations provided by Wiley Rein LLP. |
| 2 | Participate in Job Fair | WBVP/WMBA has ongoing participation in job fairs at the Community College of Beaver County (Spring), and the Beaver Valley Mall (Fall), both sponsored by Job Training and Partnership of Beaver County. There have not been any in the past two years, because of COVID, but when they resume, the stations will be a part of them. |
| 3 | Internship Programs | WBVP/WMBA has hosted 1 intern from Pittsburgh Technical Institute during this reporting period from April -June 2021. |
| 4 | Training Programs for Station Employees needed for promotion for higher level positions | 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. |
| 5 | Participate in Events/ Programs sponsored by education institutions relating to careers in broadcasting. (2) | On March 3 and 4, 2022, WBVP/WMBA hosted a student from Freedom Area High School for a job shadow program. During this reporting year, WBVP/WMBA's Program Director participated in the Communications Department Advisory Board at the Community College of Beaver County. |