

Butler County Radio Network

WBUT WISR WLER-FM

Annual EEO Public File Report

The purpose of this EEO Public File 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: WBUT, WISR and WLER-FM, all licensed in Butler, Pennsylvania. The information contained in this report covers the time period beginning April 1, 2023 and continuing through March 31, 2024.

Activities

Section 1: Vacancy Information

Two open positions were filled during this time period. A news reporter was hired in May. The successful candidate learned of the position through an online job board. After a lengthy period of advertising, there were numerous candidates for the position. A graphic designer was also hired in September. The successful candidate learned of the position through an online job board. The position was posted for three weeks; there were no other qualified candidates for the position.

Section 2: Recruitment Source Information

With two open positions, a discussion was had as to where to publicize positions. It was recommended to reach out to local universities with potential positions in order to properly publicize. We also continued to utilize online job boards such as Indeed and Journalism Jobs.

Section 3: Supplemental Recruitment Activities

Our staff continues to be active in educating students and the community about careers in the radio and multimedia industries.

Type of Initiative	Description
Participate in Events or Programs Sponsored by Education Institutions	<p>On July 17, our SEU hosted a college student from Butler County Community College. The student met with our on-air and administrative staff, shadowed them while they worked and learn about different jobs in broadcasting.</p> <p>On July 20, our SEU hosted a student from the University of Tampa . The student met with our on-air and administrative staff, shadowed them while they worked and learned about different jobs in broadcasting.</p> <p>On November 16, our SEU hosted a high school student from the Butler Senior High School. The student met with our on-air and administrative staff, shadowed them while they worked and learn about different jobs in broadcasting.</p>
Participate in Events or Programs Sponsored by Education Institutions	<p>On October 4, our News Director visited Butler Senior High School. They gave a presentation to a journalism class about the news industry and how it pertains to local coverage.</p>

<p>Participate in Events or Programs Sponsored by Education Institutions</p>	<p>On October 20, our News Director visited the Northwest Elementary School. It was a part of a career day for students. The News Director offered insight into a broadcasting and journalism career.</p> <p>On May 17 our News Director participated in a “mock interview” day at the Butler Senior High School, where students were given an opportunity to learn about techniques of interviewing.</p> <p>On November 15, our News Director visited a school in the Karns City School District. He talked about the local radio industry and broadcasting careers. He also discussed opportunities in sports broadcasting.</p> <p>On December 6, our News Director visited the Butler Senior High School. He met with two multi-media classes. He discussed careers in broadcasting and journalism.</p> <p>On February 7, our News Director visited the Butler Senior High School. He met with a journalism class to discuss careers in journalism and how a small market radio station covers news in a local format.</p>
<p>Internship Program</p>	<p>Through December and January, our SEU hosted a college student from Slippery Rock University. During this time, the student learned about the basic operating procedures of a small market radio station. He also worked with our sports director in writing sports reports for on-air use. The student finished his time by doing an on-air segment and live sports report.</p>
<p>Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues</p>	<p>On December 2, our News Director spoke with the Leadership Butler County group, which consists of professionals in the county. He discussed the radio station’s mission and business operation.</p>

Report compiled and completed by Tyler Friel, Operations Manager.

Placed in Public File and posted on Website – April 1, 2024