

**Annual EEO Public File Report
October 1, 2020 to September 30, 2021
WSRE (TV), Pensacola, FL
Pensacola State College**

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; WSRE (licensed to Pensacola State College Board of Trustees) and is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this Report covers the time period beginning **October 1, 2020 to and including September 30, 2021.**

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 Stations(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified/, identified by name, address, contract 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 in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Sections 1, 2, and 3 which follow provide the required information:

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SECTION 1: VACANCY LIST—FULL-TIME JOBS FILLED

	Job Title	Date Position Opened	Date Position Filled	Number Interviewed	Recruitment Source for Final Hire
1	N/A – no positions filled in 20/21				
2					
3					
4					

SECTION 2: RECRUITMENT SOURCES

Recruitment Source	Positions Listed with Source	Interviewees from Source	Hired
N/A – No positions filled in 20/21			
Total			

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SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities

1. Activity: **Participate in at least four events relating to career opportunities in broadcasting**

Note: *Due to restrictions on group gatherings and travel as a result of the Covid 19 pandemic, some annual events were postponed or cancelled*

Date: 1. September 18, 2021 STEM Story event– (70 total attendants - students and parents, STEM professionals and teachers.)

Description: 1. WSRE TV partnered with STEM Storys and community partners to host local teachers, professional women in STEM professions as presenters, female students and their parents for a conference in the Jean and Paul Amos Performance Studio at WSRE TV. This conference was designed to make girls aware of the potential careers in STEM professions and provide information from women who either are currently or were previously involved in STEM professions. Along with other presentations by STEM professionals, Jill Hubbs, WSRE TV’s General Manager gave a presentation on careers in television production.

2. Activity: **Host at least one Job Fair**

Date: Sept. 22, 2021

Description: Pensacola State College Annual Job Fair, hosted by WSRE TV in the Jean and Paul Amos Performance Studio at WSRE TV.

3. Activity: **Co-sponsor at least one job fair- substantial participation of women and minorities**

Date: Saturday, May 22, 2021

Description: Co-sponsored with CareerSource Escarosa a “HIRED” youth job fair in two locations – the Jean and Paul Amos Performing Studio and the Pensacola State College Century Center. Other community partners were the Urban Development Center, FloridaWest Economic Development Alliance, Children’s Home Society and TLC Caregivers. The community partners involved focus on engagement of underprivileged and underserved populations and areas where such populations are significant. The job fair held at the PSC Century Center made these resources available to an area of the county that has a high level of minority and impoverished citizens, for whom transportation to a job fair in other areas of the county is not readily available.

Jill Hubbs, General Manager, attended the Job Fair and distributed information regarding careers in public media.

- 4. Activity:** **Station Personnel Training – for acquiring skills to qualify for higher-level positions**
- Date: Ongoing
- Note:** *Due to restrictions on travel as a result of the Covid 19 pandemic, most scheduled Professional conferences were cancelled or conducted remotely*
- Description: The following opportunities were completed during the reporting period:
- PBS Virtual Annual Meeting, May 2021—entire staff for general sessions, specific departments for targeted sessions
 - PBS Six EIDR training, ongoing - Production staff
 - Staff Professional Development Day, March 5, 2021 – full staff participated in various virtual sessions related to their areas/interests
 - PMDMC Virtual Conference Series – July 2021 – various fundraising subjects – Development Staff
 - Virtual NETA Conference and CPB Public Media Thought Leader Forum Jan. 25 – 28, 2021 (General Manager, Production staff, Marketing Staff and Development staff)
 - Various equipment use trainings (Harmonic on-air server, preliminary captioning, control room and audio, Premiere Pro editing, production switcher) for Production staff – June 2021 – August 2021
 - Ross (vendor) Xpression (character generator) training
 - CPB webinar – Sept. 20, 2021 “Introduction to Financial Reporting” Business and Admin Director
 - Virtual PMBA Conference – May 2021 – Director of Business Admin
 - CPB Harassment Prevention Training – online May 2021 – Sept. 30, 2021
 - KnowBe4 Security Awareness Training “2021 Your Role: Internet Security and You” - various times through the year – entire station staff
 - Misc online webinars (Lynda.com, LinkedIn Learning, etc.) re: graphic design Oct. 2020 – Sept. 2021 (46 webinars) – Digital Arts & Graphic Design Coordinator
 - Bento online training courses – Oct. 2020 – March 2021 (10 webinars) Digital Strategy Manager
 - PBS Tutorial on How to Create a Blog – July 2021 – Director Marketing and Communications