

Annual Equal Employment Opportunity Public File Report

**WDNH-FM/WYCY (FM)/WPSN (AM)**

April 1, 2021 – March 31, 2022

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the Federal Communications Commission's 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WDNH-FM, Honesdale, PA; WYCY (FM), Hawley, PA and WPSN (AM), Honesdale, PA: and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this report covers the time period beginning April 1, 2021 up to and including March 31, 2022.

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 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 identified separately by name, address, contact person and telephone number;
3. The recruitment source that referred the person hired 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 72.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time positions listed on Appendix 1.

For the purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the person hired accepted the job offer. The person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1

EEO Public File Report

Covering the period April 1, 2021 to March 31, 2022

Stations Comprising the Station Employment Unit:  
WDNH-FM/WYCY (FM)/ WPSN (AM)

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Recruitment Source of Person Hired	Total Number of Interviewees from All Sources for this Position
Account Executive	Local Referral	5
Account Executive	Indeed	5

Total Number of Persons Interviewed During Applicable Period: 10

Annual Source Information

Recruitment ads aired on radio stations

Indeed.com

Local Referral

Recruitment Sources Employed for outreach during Applicable Period: 3

Appendix 2

EEO Public File Report Form

Covering the period April 1, 2021 to March 31, 2022

Stations Comprising Station Employment Unit:  
WDNH-FM/WYCY (FM)/ WPSN (AM)

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Radio Station Ads	4	0
Indeed.com	5	1
Local Referral	1	1

Appendix 3

Annual EEO Public File Report Form

Covering the period April 1, 2021 to March 31, 2022

Stations Comprising Station Employment Unit:  
WDNH-FM/WYCY (FM)/ WPSN (AM)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by  
WDNH-FM/WYCY (FM)/ WPSN (AM)

The following activities were undertaken during the Applicable Period. Details of activities are included in the appendix.

Appendix A-2022

Participated in a virtual educational seminar on the Future of Broadcasting

Appendix B-2022

Broadcast Equal Opportunity Employment Notices on all stations.

Appendix C-2022

Job / Career Fair Participation


Appendix D-2022

Internship Program

## Appendix A-2022

### Virtual educational seminar the Future of Broadcasting

On Oct 27, 2021 Vince Benedetto, CEO of Bold Gold Media Group, participated in a virtual seminar hosted by the Pennsylvania Association Of Broadcasters and Point Park University designed to raise awareness of broadcasting opportunities for students. He spoke to approximately 35 college students about how to make themselves competitive candidates for careers in broadcasting. Topics covered included music programming, what it is like to be an on-air DJ, technical careers such as engineering and IT, the role sales, marketing and promotion play in the operation of a media group, as well as other critical administrative and management jobs and duties, which together, facilitate the successful operation of a broadcast radio station.



**Future of Broadcast Day**  
WEDNESDAY, OCTOBER 27TH  
POINT PARK UNIVERSITY, PITTSBURGH, PA  
POINT PARK CENTER FOR MEDIA INNOVATION (CMI)  
305 WOOD ST. PGH PA AND ONLINE

The Pennsylvania Association of Broadcasters (PAB) partners with Point Park University's Rowland School of Business and School of Communication to raise awareness of broadcast opportunities for students. Careers included are journalism, content creation, operations, production, promotion, sales and business management at more than 350 radio and 38 TV station across Pennsylvania.

**TRENDS IN BROADCAST PANEL**  
9:40AM – 11 AM

Vince Benedetto  
Founder, President and CEO of Bold Gold Media Group

Pam Forsyth  
General Manager Lilly Broadcasting WICE/WSEE-TV - Erie

Ric Harris  
President and General Manager NBC TV Philadelphia

Elizabeth Pembleton  
VP/Market Manager for Cumulus Media Allentown/Bethlehem/Easton

Chuck Wolfertz  
President and General Manager WTAE TV - Pittsburgh

**CAREERS IN BROADCAST PANEL**  
11:20AM – 12:15PM

Featuring various broadcast career panelists speaking to the numerous opportunities in this state's radio and TV profession.

**PAB SCHOLARSHIP RECOGNITION**  
12:30

Recognizing the eight recipients of the 2021 PAB Scholarship award.

**PAB** PENNSYLVANIA ASSOCIATION OF BROADCASTER  
**POINT PARK UNIVERSITY**

Appendix B-2022

EEO On-Air Outreach

Exhibit A: Text of the WDNH announcement

Exhibit B: Text of the WYCY announcement

Exhibit C: Text of the WPSN announcement

Exhibit A

WDNH

EQUAL OPPORTUNITY ANN

Broadcasting is a fun, fast past and rewarding career where every day is different and you make a true difference in your community. Hi, this is Emily Grillo and Bold Gold Media is always looking for a few good men and women to join our award winning and independent media company that rewards hard work and initiative. If you have media experience, or you don't, but want to work for a company where the sky is the limit, we'd like to hear from you. Call me at 570-253-1616. Come be a part of our team! Bold Gold media group is an equal opportunity employer.



Exhibit B

WYCY

EQUAL OPPORTUNITY ANN

Broadcasting is a fun, fast past and rewarding career where every day is different and you make a true difference in your community. Hi, this is Emily Grillo and Bold Gold Media is always looking for a few good men and women to join our award winning and independent media company that rewards hard work and initiative. If you have media experience, or you don't, but want to work for a company where the sky is the limit, we'd like to hear from you. Call me at 570-253-1616. Come be a part of our team! Bold Gold media group is an equal opportunity employer.

Exhibit C

WPSN

EQUAL OPPORTUNITY ANN

Broadcasting is a fun, fast past and rewarding career where every day is different and you make a true difference in your community. Hi, this is Emily Grillo and Bold Gold Media is always looking for a few good men and women to join our award winning and independent media company that rewards hard work and initiative. If you have media experience, or you don't, but want to work for a company where the sky is the limit, we'd like to hear from you. Call me at 570-253-1616. Come be a part of our team! Bold Gold media group is an equal opportunity employer.

Interns and part-time employees will be recruited for positions as they occur using all resources available. Those part-time employees may apply for full-time openings and compete for those full time positions with other qualified candidates as the employment unit performs outreach. In all recruiting and hiring the station employment unit will recruit and hire with full compliance to the Equal Employment Opportunity regulations.

## Annual EEO Public File Report

### Appendix C-2022

Bold Gold Media Group, LP participated in two job fairs held in the local region. Both provided opportunities for job seekers to meet Bold Gold staff and learn about career opportunities throughout the company.

On Aug 28, 2021, Bold Gold Media Group participated in and promoted a job fair sponsored by the Northeast Pennsylvania Business Fair. Ashok Divecha and Lisa Percevault represented Bold Gold Media. They met with 9 interested job seekers, explaining employment opportunities in the field of radio broadcasting, and accepting resumes for future openings.

On Sept 28, 2021, Bold Gold Media Group participated in a career recruitment and hiring event at the local county fairgrounds. The event was hosted by the regional chamber of commerce and local workforce/career organizations. Ashok Divecha and Emily Grillo represented Bold Gold Media. They met with 5 interested job seekers, explained employment opportunities in the field of radio broadcasting, and accepted resumes for future employment openings.

## Appendix D-2022

Bold Gold Media Group LP, traditionally sponsors and conducts internships and participates in job training/shadowing programs at our Honesdale, PA office each year. Interns typically learn and gain experience in a wide range of station activities including Sales, Traffic, Production, Programming, On-Air duties, and Management. Job training/shadowing programs typically allow students to see firsthand what it is like to work in the broadcast industry.

Bold Gold Media Group LP, sponsored and conducted one internship and one job shadowing event at our Honesdale, PA office.

1. Connor Coar participated in an unpaid internship from Dec 28, 2021 to Jan 20, 2022. Connor was a student at Quinnipiac University majoring in journalism with a focus on broadcast journalism. While working with on-air/production staff, he received 4 weeks of training/experience in various aspects of radio station operations, including news gathering, production, on-air broadcasting, and office administrative duties.

2. Bold Gold participated in a job shadowing program with Community Vocational Services, Inc and Honesdale High School. Rachel Hessling, a Honesdale High School student, participated in a three-hour job shadowing event on Jan 13, 2022 from 8:00-11:00 AM. Rachel had the opportunity to meet our on-air morning staff in order to watch them conduct their live morning shows and news reporting activities. She then had the opportunity to ask the staff questions about what they do and what it is like to work in broadcast media.

Bold Gold was pleased with the program, the student's effort and participation, and will plan to conduct internship programs in the future.