

Annual Equal Employment Opportunity Public File Report

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

April 1, 2023 – March 31, 2024

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, 2023 up to and including March 31, 2024.

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, 2023 to March 31, 2024

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	Radio Recruitment Ad	4

Total Number of Persons Interviewed During Applicable Period: 4

Annual Source Information

Recruitment ads aired on radio stations

Indeed.com

LinkedIn.com

Recruitment Sources Employed for outreach during Applicable Period: 3

Appendix 2

EEO Public File Report Form

Covering the period April 1, 2023 to March 31, 2024

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	3	1
Indeed.com	1	1
LinkedIn	0	1

## Appendix 3

### Annual EEO Public File Report Form

Covering the period April 1, 2023 to March 31, 2024

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-2024

Co-Hosted Northeast Broadcast Career Fair on Sep 21, 2023.

##### Appendix B-2024

Broadcast Equal Opportunity Employment Notices on all stations.

##### Appendix C-2024

Job / Career Fair Participation

##### Appendix D-2024

Internship and Job Shadowing Program

##### Appendix E-2024

High School Outreach and Inclusion Program

Appendix A-2024  
1. Event Narrative

Northeast Broadcast Career Fair

Sponsored by:

Bold Gold Media WBS, LP Licensee/Operator of  
WWRR WMMZ WICK WYCK WTRW WC DL

Bold Gold Media Group, LP Licensee/Operator of  
WDNH, WYCY, WPSN, WVOF-FM, WVOF (AM) WDNB, WSUL WHNB

Public Broadcasting WVIA-FM/TV

Bold Gold Media and Public Broadcasting WVIA-FM and WVIA-TV co-sponsored, developed, and produced a market wide event to expose members of the general public to information about career opportunities in the broadcasting field. The event was held at the studios of WVIA-FM/TV, Pittston Township, PA on Thursday, Sep 21, 2023 from 4:00 pm. to 6:00 pm. The sponsors offered area broadcasters an opportunity to meet persons interested in broadcasting careers and offered members of the public the opportunity to learn about careers in broadcasting at a event open to the public with nine employers present. This event was conducted at no cost to the participating employers and attendees.

The sponsors promoted the event in advance by devoting a significant amount of airtime in the weeks preceding the event to promote of the Career Fair. In addition, both sponsors promoted the event on station web sites. Members of the public were invited to learn about career opportunities in the broadcasting field.

The event was developed by Bold Gold Media Business Manager Ashok Divecha and WVIA-FM Vice President for Radio Chris Norton. The sponsor representatives consulted in August, 2023 and drew up the outline for the career fair based on a successful promotion held in 2019. The sponsor representatives decided that the event would be held on a weekday afternoon. Members of the public would be encouraged to attend to learn about opportunities in the broadcasting field. Bold Gold Media and WVIA-FM/TV would promote the event on the air. Other area broadcasters would be invited to attend by the sponsors, and would be encouraged to promote the event on their stations.

In August 2023 the sponsor representatives selected the WVIA studio location on Old Boston Road in Pittston Township, PA as the site of the event. WVIA agreed to provide the room. The sponsor representatives confirmed that other broadcasters would be invited to attend at no cost to them. The WVIA studio location is centrally located in the Scranton/Wilkes Barre area. The WVIA main TV Studio would offer sufficient space for the expected turnout. WVIA would select a suitable date in September 2023. The sponsors would schedule the time of the event so it ran beyond normal business hours so that individuals who were presently employed, but

interested in opportunities in broadcasting, would be able to attend. The sponsors selected 4:00 pm. to 6:00 pm. as the time for the event.

Ashok Divecha and Chris Norton developed a list of broadcasters and Chris Norton extended written invitations on behalf of the sponsors to:

Times-Shamrock Communications  
149 Penn Avenue  
Scranton, PA 18503

Cumulus Communications  
600 Baltimore Drive  
Wilkes Barre, PA 18702

Auducy Wilkes Barre-Scranton  
305 Route 315  
Pittston Twp., PA 18640

Bold Gold Media Group  
1049 North Sekol Road  
Scranton, PA 18504

WVIA Radio-TV  
100 WVIA Way  
Pittston, PA 18640

WNEP-TV  
16 Montage Mountain Road  
Moosic, PA 18507

WBRE-WYOU  
62 South Franklin St.  
Wilkes Barre, PA 18701

WYNY  
Neversink Broadcasting  
PO Box 920  
Port Jervis, NY 12771

Ion Media  
WQPX  
409 Lackawanna Ave Suite 700  
Scranton, PA 18503

WPEL  
Montrose Broadcasting Corp.  
9 Locust St.  
Montrose, PA 18801

WRGN  
RR3  
Hunlock Creek, PA 18621

Geos Communications  
54 Wilmar Drive  
Tunkhannock, PA 18657

WOLF-TV  
1181 Highway 315  
Plains Twp, PA 18702

WWRR/WMMZ/WICK/WYCK/WTRW/WCDL/WDNH/WYCY/WDNB/WHNB/WPSN and WVIA scheduled announcements during the four weeks leading up to the Job Fair. The announcement script was provided to the broadcasters invited to attend and they were asked to schedule announcements. WVIA and Bold Gold Media posted the event on their web sites. Promotion of the event was scheduled from Sept 05 to Sept 21, 2023.

Posters promoting the event were sent to communications departments of area colleges and universities:

Marywood University  
University of Scranton  
Keystone College  
King's College

Wilkes University  
Misericordia University  
Luzerne County Community College

The sponsor representatives reviewed plans in mid-August.

On Thursday, Sept 21, 2023 the sponsors conducted the career fair. 6 employers: WNEP-TV, WBRE/WYOU-TV, WOLF/WSWB/WQMY-TV, Shamrock Communications, and the sponsors Bold Gold Media and WVIA-FM/TV reserved space to greet persons interested in broadcasting careers. The participating employers sent 11 total staff members to conduct the event. WVIA provided tables and chairs for the broadcasters in the station's main television studio. The location was large enough for the broadcasters to conduct private conversations with the attendees. Attendees were asked to register at a central location at the entrance to the room. They were free to meet with any employers they desired. A review of the central registration showed that over 20 individuals signed in for the event. Most attendees spoke with multiple broadcasters. The promotion of the event resulted in a high level of interest among those who attended. Many attendees came with resumes in hand and asked about full time and part time employment opportunities. Attendees included college students, recent college graduates, members of the public seeking information or opportunities with broadcasters and current or former broadcast employees seeking new opportunities for employment Broadcasters with openings used the event to arrange for follow-up meetings with interested attendees.

The sponsor representatives judged that the event was a success. It drew potential employees, many of whom had no broadcast employment experience. Attendees came from communities throughout the market area. The participation of multiple broadcasting companies made the event more valuable to the attendees because it offered a wide variety of potential employers. The companies attending said the career fair was valuable to them and they would be interested in attending a future career fair.

To ensure the success of the future event, the sponsors will evaluate avenues of promotion to identify additional means of outreach.

The sponsor representatives judged that the event was a positive means of outreach for employees and that it fulfilled the broadcasters' requirement to conduct equal opportunity employment outreach and to reach qualified, potential employees.

The sponsors will schedule another event of this type in the next year using a similar plan. The sponsor representatives will meet to set the date and firm up the rest of the plans in the mid 2024



Appendix A-2024

2. Station Promotional Announcement

## Bold Gold Media Group/WVIA Career Fair

### Bold Gold Sponsor's Message

Are you considering a career in the field of broadcasting? The area's leading radio and television stations want to meet you at the Northeast Broadcasting Employment Fair on Thursday, September 21<sup>st</sup>. This will be your opportunity to explore a career in broadcasting. Meet with broadcasters and learn more about working in radio and television. The event is free and open to all. Thursday, September 21<sup>st</sup> from 4 to 6 PM at the WVIA Broadcasting Center in Pittston. Sponsored by Bold Gold Media Group, and WVIA Public Media, equal opportunity employers who hope to meet you there.

*Broadcasters were permitted to customize this message.*

Appendix A-2024  
3. Social Media: Facebook  
(published 16 Aug 2023)

facebook

Email or phone Password Log In Forgot Account?

**Events**

Search Events

Home

Categories

- Classics
- Comedy
- Crafts
- Dance
- Drinks
- Fitness & Workouts
- Foods
- Games
- Gardening

**21**

**2023 BROADCAST CAREER FAIR**

**BOLD GOLD** **WVIA**

THURSDAY, SEPTEMBER 21, 2023 AT 4:00 PM – 6:00 PM EDT

**2023 Broadcast Career Fair**

WVIA

About Discussion Invite

**Details**

1 person responded

Event by Bold Gold Media Group and WVIA

WVIA

Duration: 2 hr

Public · Anyone on or off Facebook

Learn about employment opportunities in the exciting world of broadcasting. The Bold Gold Media Group and WVIA are hosting a Broadcast Career Fair at the Public Broadcasting Center... [See more](#)

Networking Yatesville, Pennsylvania

**Hosts**

Bold Gold Media Group

WVIA

**Event Transparency**

Facebook is showing information to help you better understand the purpose of this event.

[See more](#)

**Related Events**

**HAPPENING NOW**  
**Transdev North Bergen Hiring Event!**  
5901 Tonnelle Ave, North Bergen, NJ ...

**HAPPENING NOW**  
**Lehigh Valley Job Fair**  
Lehigh Valley Mall

**WED, JAN 31 AT 9:00 AM EST**  
**Wonderful Wednesday at Horsham Center!**  
1425 Horsham Rd, North Wales, PA 19...

**THU, FEB 1 AT 4:00 PM EST**  
**IronPigs Job Fair 2024**  
Coca-Cola Park

**WED, JAN 31 AT 9:00 AM EST**  
**Transdev Sayreville Hiring Event!**  
2 Gowin Street, Sayreville, NJ 08872

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Appendix B-2024

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-2024

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

On Sept 21, 2023, Bold Gold Media Group sponsored, participated in and promoted the Northeast Broadcast Career Fair. Ashok Divecha represented Bold Gold Media. He met with local job seekers, explained employment opportunities in the field of radio broadcasting, and accepting resumes for future openings.

On Apr 4, 2023, Bold Gold Media Group sponsored, participated in and promoted a job fair organized by the Pike County Workforce Development Agency. Ashok Divecha represented Bold Gold Media. He met with local job seekers, explained employment opportunities in the field of radio broadcasting, and accepting resumes for future openings.



**WORKING PIKE  
JOB FAIR**

**TUESDAY, APRIL 4, 2023**

10:00 a.m. to 2:00 p.m.

Best Western Inn at Hunts Landing  
120 US-6, Matamoras, PA 18336

**We're Hiring**

- Entrance is **FREE** for Job Seekers
- The Area's Largest Tri-State Job Fair Event with 70+ Employers & Hundreds of Employment Opportunities available.
- PA, NY, & NJ employers from **all industries** expected, including Healthcare, Hospitality, Finance, Government, Real Estate, Logistics, Transportation, Management, Manufacturing, and other sectors.

OUR SPONSORS:



Pike County Workforce Development Agency  
Pennsylvania CareerLink® Affiliate - Pike County  
Shohola Business Center | 837 Route 6, Unit 2 | Shohola, PA 18458 | [Workforce@pikepa.org](mailto:Workforce@pikepa.org) | 570.296.2909

\*WORKING PIKE is a proud dividend to building a stronger community through partnership of government, community, and faith-based organizations.



## Annual EEO Public File Report

### Appendix D-2024

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 two internship and three job shadowing events at our Honesdale, PA office.

1. Emily Kangal participated in an unpaid internship in the Summer of 2023 completing 15 hours/week for eight weeks. Emily was a high school graduate of Wallenpaupack High School who had interest in broadcast news. While working with on-air/production staff, she received 8 weeks of training/experience in various aspects of radio station operations, including news gathering, production, on-air broadcasting, and office administrative duties.
2. Parker Howell participated in an unpaid internship in December of 2023 and January of 2024 completing 2 hours/day for 2 weeks. Parker was a senior at Ursinus College majoring in Media and Communications with a concentration in broadcasting. While working with on-air/production staff, he received 2 weeks of training/experience in various aspects of radio station operations, including news gathering, production, on-air broadcasting, and office administrative duties.

Bold Gold participated in a job shadowing program with Community Vocational Services, Inc, Wallenpaupack High School and Western Wayne High School. Three job shadowing events were conducted:

1. Robert Kaminski, a senior at Wallenpaupack and accepted to Penn State University-Scranton for film and digital media, participated in a job shadowing event on June 1, 2023 for 2 hours.
2. Gage Hamer, a senior at Western Wayne, participated in a job shadowing event on October 4, 2023 for 2 hours.
3. Ryan Tatersall, a senior at Wallenpaupack High School, participated in a job shadowing event on December 20, 2023 for 2 hours.

All students had the opportunity to meet our on-air morning staff in order to watch them conduct their live morning shows and news reporting activities. They 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.

## Annual EEO Public File Report

### Appendix E-2024

Bold Gold Media Group works with local school districts to allow high school students to create and air content on our local broadcast stations. This reporting period, we had 10 students create, record, produce and air weekly news, sports and community interest stories related to issues that impact local high school students in our local listening area. Those stories aired on all three of our stations during news breaks throughout the day. This initiative began in January of 2023 and was ongoing throughout this EEO reporting period.