

EEO PUBLIC FILE REPORT

FOR

WGAL-TV

**This EEO Public File Report
Covers the One-Year Period
Ending on 3/31/2018**

EEO Annual Public File Report

WGAL-TV

This EEO Public File Report is filed in Station WGAL-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one year time period ending 3/31/2018 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;
- * The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- * The total number of persons interviewed for each recruiting source over the Reporting Period.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Karen Largent, Business Manager.

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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
Traffic Sales Assistant Open Date: 3/7/2017 Hire Date: 4/5/2017	1-10, 12-13, 15-18, 20-26, 28-33, 35-40, 42-46, 48-49, 51	8
News Producer Open Date: 6/13/2017 Hire Date: 6/30/2017	1-7, 9-17, 20-26, 28-33, 35-40, 42-46, 48-49, 51	11
News Director Open Date: 7/14/2017 Hire Date: 9/3/2017	1-10, 12-13, 15-17, 20-26, 28-33, 35-40, 42-46, 48-49, 51	8
Master Control/Operations Technician Open Date: 7/25/2017 Hire Date: 8/20/2017	1-10, 12-13, 15-17, 20-26, 28-33, 35-40, 42-46, 48-49, 51	8
Account Executive Open Date: 8/15/2017 Hire Date: 10/16/2017	1-10, 12-13, 15-18, 20-33, 35-40, 42-46, 48-49, 51	27
Account Executive Open Date: 8/15/2017 Hire Date: 10/30/2017	1-10, 12-13, 15-18, 20-33, 35-40, 42-46, 48-49, 51	8
General Sales Manager Open Date: 8/15/2017 Hire Date: 9/18/2017	1-10, 12-13, 15-17, 20-26, 28-33, 35-40, 42-46, 48-49, 51	8
Master Control/Operations Technician Open Date: 8/22/2017 Hire Date: 10/8/2017	1-7, 9-10, 12-13, 15-18, 20-26, 28-33, 35-40, 42-46, 48-49, 51	5
Executive Assistant Open Date: 9/21/2017 Hire Date: 10/30/2017	1-7, 9-10, 12-13, 15-18, 20-26, 28-33, 35-40, 42-46, 48-49, 51	18
Assistant Chief Engineer Open Date: 10/16/2017 Hire Date: 1/1/2018	1-10, 12-13, 15-17, 20-26, 28-33, 35-40, 42-46, 48-49, 51	8
Producer Open Date: 10/19/2017 Hire Date: 2/12/2018	1-7, 9-10, 12, 15-17, 20-26, 28-33, 35-40, 42-46, 48-49, 51	5
Reporter Open Date: 11/1/2017 Hire Date: 1/8/2018	1-12, 15-17, 20-26, 28-33, 35-40, 42-46, 48-49, 51	11
Photographer Open Date: 11/1/2017 Hire Date: 1/2/2018	1-12, 15-17, 20-26, 28-33, 35-40, 42-46, 48-49, 51	11
Account Executive Open Date: 11/10/2017 Hire Date: 2/12/2018	1-7, 9-12, 15-17, 20-26, 28-37, 39-40, 42-46, 48-49, 51	34

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Associate Producer Open Date: 11/22/2017 Hire Date: 2/19/2018	1-10, 12, 15-17, 20-26, 28-33, 35-37, 39-40, 42-46, 48-51	8
Operations Technician Open Date: 12/6/2017 Hire Date: 1/7/2018	1-10, 12, 15-17, 20-26, 28-33, 35-40, 42-46, 48-51	8
Sales Assistant Open Date: 12/7/2017 Hire Date: 3/19/2018	1-7, 9-10, 12, 15-17, 20-26, 28-33, 35- 40, 42-46, 48-51	5
Digital Editor Open Date: 12/7/2017 Hire Date: 1/22/2018	1-10, 12, 15-26, 28-33, 35-40, 42-46, 48-51	8
Operations Technician Open Date: 2/14/2018 Hire Date: 3/8/2018	1, 3-10, 12, 15-17, 20-26, 28-33, 35-37, 39-51	41

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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	AAJA 5th 3rd Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Url : www.aaja.org AAJA Recruiter Manual Posting	N	0
2	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
3	Brian Dragonuk . Randallstown, Maryland Phone : 410-922-6797 Email : bdragonuk@hotmail.com Brian Dragonuk Prong 2 Start Date: 8/8/2005	Y	0
4	Bright Side Baptist Church 515 Hershey Ave Lancaster, Pennsylvania 17603 Phone : 717-298-9431 Email : erichollie@aol.com Holly & Eric Kemp	N	0
5	Careers.HearstTelevision.com 214 N Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 Url : http://careers.hearsttelevision.com/Login.aspx Career Services Manual Posting	N	15
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	CSB School of Broadcasting 1 Mall Drive, Suite 203 Cherry Hill, New Jersey 06032 Phone : 856-755-1200 Email : jobs@gocsb.com Tom DeFranco Prong 2 Start Date: 2/3/2009	Y	0
8	Current Employee	N	21
9	Educational Data Systems Inc. 1016 N Charlotte St Lancaster, Pennsylvania 17603 Phone : 717-291-1231 ext. 397 Email : asmith@jobs4lancaster.com A Smith	N	0
10	Elizabethtown College Recruiting Coordinator One Alpha Drive Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Email : careerservices@etown.edu Jane Nini Prong 2 Start Date: 8/8/2000	Y	0
11	Employee Referral	N	7
12	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
13	F&M College Recruiting Coordinator PO Box 3003 Lancaster, Pennsylvania 17603 Phone : 717-291-4084 Url : https://fandm-csm.symplicity.com/employers Email : kbertani@fandm.edu Kelly Bertani Prong 2 Ended Date: 10/17/2017	N	0
14	Former Employee Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	HACC 1641 Old Philadelphia Pike Lancaster, Pennsylvania 17602 Phone : 717-780-2522 Url : http://www.collegecentral.com/hacc Jean Tucker Manual Posting	N	0
16	Hood College 401 Rosemont Ave Frederick, Maryland 21701 Phone : 301-696-3583 Maura Page Manual Posting Prong 2 Start Date: 2/28/2002	Y	0
17	Howard University 525 Bryant St N.W. Washington, District of Columbia 20059 Phone : 202-806-7513 Nisite Reta Manual Posting Prong 2 Start Date: 12/27/2000	Y	0
18	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 1-800-475-4361 Url : www.indeed.com Career Services Manual Posting	N	15
19	Journalism Jobs . Oakland, California Phone : 510-653-1251 Url : www.journalismjobs.com Dan Rohn Manual Posting	N	1

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20	Kutztown University PO Box 730 Kutztown, Pennsylvania 19530 Phone : 610-683-4067 Url : http://www.kutztown.edu/careers/empsvcs.html Amity Fox Manual Posting Prong 2 Start Date: 6/12/2000	Y	0
21	Lancaster County Career & Technology Ctr PO Box 527 Willow Street, Pennsylvania 17584 Phone : 717-464-7050 Email : bstiles@lcctc.org Ben Stiles Prong 2 Start Date: 6/15/2000	Y	0
22	Lancaster County Office of Aging 150 N Queen St Suite 415 Lancaster, Pennsylvania 17603 Phone : 717-299-7979 Email : jonesdl@co.lancaster.pa.us Donald Jones Prong 2 Start Date: 6/14/2000	Y	0
23	Lebanon Valley Chamber of Commerce 604 Cumberland St Lebanon, Pennsylvania 17042 Phone : 717-273-3727 Url : www.lvchamber.org Email : jstankovich@lvchamber.org Jessica Stankovich Prong 2 Start Date: 3/21/2014	Y	0
24	Lebanon Valley College Career Services Director 101 North College Ave Anneville, Pennsylvania 17003 Phone : 717-867-6560 Email : careerservices@lvc.edu Sharon Givler Prong 2 Start Date: 6/12/2000	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Liberal Arts Career Network 950 Main Street Worcester, Massachusetts 01601 Phone : 508-793-7711 Url : http://www.lacnjobs.org David McDonough Manual Posting	N	0
26	Lincoln University Office of Career Services PO Box 179 Lincoln University, Pennsylvania 19352 Phone : 484-365-7588 Url : http://www.lincoln.edu/career Email : Rsimpson@lincoln.edu Ralph Simpson Prong 2 Start Date: 6/21/2000	Y	0
27	LinkedIn.com 1000 W. Maude Avenue Sunnyvale, California 94085 Phone : 1-877-587-1877 Career Services Manual Posting	N	1
28	MediaLine PO Box 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Email : medialine@medialine.com Mark Shilstone Prong 2 Start Date: 6/12/2000	Y	0
29	Messiah College One College Avenue Grantham, Pennsylvania 17027 Phone : 717-766-2511 Email : Earke@messiah.edu Ed Arke	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Millersville University PO Box 1002 Millersville, Pennsylvania 17551 Phone : 717-872-3312 Email : careersv@millersville.edu Donna Ressler Prong 2 Start Date: 6/12/2000	Y	0
31	Muhlenberg College The Career Center 2400 West Chew Street Allentown, Pennsylvania 18104 Phone : 484-664-3170 Alana Albus Manual Posting Prong 2 Start Date: 9/21/2004	Y	0
32	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202.662.7145 Corp Recruiter Manual Posting	N	0
33	New Choices 110 North Lime Street Lancaster, Pennsylvania 17601 Phone : 717-393-1735 ext 236 Email : TCleaves@lcctc.org Tricia Cleaves	N	0
34	Non-Employee Referral	N	1
35	P.R.O.B.E. 815 Cumberland St Suite 206 Lebanon, Pennsylvania 17042 Phone : 717-273-2090 Url : http://www.probepa.org Email : kmverna@probepa.org Kathy Verna Prong 2 Start Date: 6/12/2000	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	PA CareerLink Lancaster County 1016 Charlotte St Lancaster, Pennsylvania 17603 Phone : 717-509-5613 x404 Url : http://www.cwds.state.pa.us Eric Brobst Manual Posting	N	0
37	Penn State University 208 D Carbegue Bldg University Park, Pennsylvania 16801 Phone : 814-865-4700 Career Services Manual Posting	N	0
38	Pennsylvania Assoc of Broadcasters 8501 Paxton St Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0
39	Pittsburgh Technical Institute 1111 McKee Road Oakdale, Pennsylvania 15071 Phone : 1-800-784-9675 Url : http://www.pti.edu/alumni/career_connect.html Email : careerservices@ptcollege.edu Career Services Prong 2 Start Date: 1/12/2011	Y	0
40	Pittsburgh Technical Institute 1111 McKee Road Oakdale, Pennsylvania 15071 Phone : 412.809.5214 Janice Welch Manual Posting Prong 2 Start Date: 6/27/2011	Y	0
41	Previous Employee	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-677-7077 Robert Walker Manual Posting	N	0
43	Shippensburg University 1871 Old Main Dr Shippensburg, Pennsylvania 17257 Phone : 717-477-1484 Kimberly Rockwell Manual Posting Prong 2 Start Date: 5/10/2001	Y	0
44	Spanish American Civic Assoc 545 Pershing Ave Lancaster, Pennsylvania 17602 Phone : 717-397-6267 Email : marisol@sacapa.org Fax : 1-717-295-7762 Marisol Sanchez Prong 2 Start Date: 1/27/1995	Y	0
45	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Mark Holloway Manual Posting	N	0
46	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting Prong 2 Start Date: 1/22/2018	Y	0
48	Urban League of Lancaster County 502 S Duke St Lancaster, Pennsylvania 17602 Phone : 717-394-1966 ext 124 Email : ullcplc@aol.com Paulina Rodriguez	N	0
49	West Chester University 106 Lawrence Center-WCU West Chester, Pennsylvania 19383 Phone : 610-436-2501 Url : http://www.collegecentral.com/wcupa/ Preeti Singh Manual Posting	N	0
50	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
51	York College of PA Career Services Center Country Club Road York, Pennsylvania 17403 Phone : 717-815-1452 Url : https://www.ycp.edu/about-us/offices-and-departments/student-success/career-development-center/ Alice Baldwin Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			63

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2017	Participation in events or programs sponsored by educational institutions	Through our Speakers Bureau, our WGAL Anchor/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. April 2017's activities included: 4/11/17 - Anchor conducted a one day tour & shadowing experience with an 8th grade student from Penn Manor Middle School. Thus encouraging the student to learn about new careers & the skills that are required to perform them. 4/19/17 - Anchor was a guest speaker for the Millersville University Journalism Advanced Reporting class, followed by a question & answer session with the students.	2	Anchor Anchor
2	4/1/2017	Participation in events sponsored by community groups	Through our Speakers Bureau, our WGAL Anchor/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. April 2017's activities included: 4/25/17 - Reporter was speaker on media panel at PRSA/PRSSA's (Public Relations Society of America/Public Relations Student Society of America) joint meeting at the Ware Center in Lancaster, PA. Approximately 100 members were in attendance where panel participants gave opening remarks & then answered questions asked by the audience. 4/27/17 - Chief Meteorologist spoke to the AARP Chapter 4221 members regarding broadcast meteorology, followed by a Q&A session.	2	Reporter Chief Meteorologist
3	4/1/2017	Participation in Job Fairs	4/1/17 News Director attended the Columbia University Journalism School's 24th annual Career Expo in New York City.	1	News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	5/1/2017	Participation in events or programs sponsored by educational institutions	<p>Through our Speakers Bureau, our WGAL Anchor/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry.</p> <p>May 2017's activities included: 5/11/17 - Anchor spoke to approximately 55 students at the Elizabeth R Martin Middle School 8th Grade Career Day in Lancaster, PA. 5/19/17 - Reporter spoke to approximately 50 3rd & 4th grade students at Park Elementary School in Columbia, PA regarding career opportunities in broadcasting, as well as, educational & work experience requirements. Including impact of career on others, the inspiration to pursue their particular career & what the journey was like getting there. 5/26/17 - Reporter spoke to approximately 75 students at the Harrisburg School District's Steppin' Up -Girl's Empowerment Program for 4th grade girls. Discussion included preparing and transitioning from 4th to 5th grade, emphasizing self-esteem building and academic tips, and shared personal stories of how to become successful.</p>	3	Anchor Reporter Reporter

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5	6/15/2017	Provision of training to management	On 6/15/17, Department Heads & Recruiting Managers of WGAL attended, in person, a training session at the station in Lancaster, PA. At the session, Hearst's Director of Veteran Recruiting provided training relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	8	President & General Manager Director of Engineering Technical Operations Manager General Sales Manager
6	8/3/2017	Participation in events or programs sponsored by educational institutions	Through our Speakers Bureau, our WGAL Anchor/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. August 2017's activities included: 8/3/17 - Sports Director spoke to approximately 15 students at Upper Dauphin Area School District's Trojan Leadership Academy, regarding the leadership that is needed in broadcasting sports positions.	1	Sports Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	9/28/2017	Participation in events or programs sponsored by educational institutions	Through our Speakers Bureau, our WGAL Anchor/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. September 2017's activities included: 9/28/17 - Meteorologist gave a weather presentation to 4th grade students at Kissel Hill Elementary School in Lititz, PA.	1	Meteorologist
8	10/1/2017	Participation in events or programs sponsored by educational institutions	Through our Speakers Bureau, our WGAL Anchor/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. October 2017's activities included: 10/3/17 - Reporter spoke to students at Big Spring High School in Cumberland County regarding preparing, producing & presenting special news stories. 10/17/17 - Anchor/Reporter was guest speaker at the Lancaster-Lebanon Association of Educational Office Professionals (LLAEOP) 1st dinner meeting for the 2017-2018 school year. Theme of event was "Through your example, Shine a light". Topics of speech included personal journey into journalism, and achieving of current investigative role.	2	Reporter Anchor/Reporter
9	10/17/2017	Participation in Job Fairs	10/17/17 News Director & Technical Operations Supervisor attended the Millersville University Fall 2017 Job & Internship Fair at the Student Memorial Center in Millersville, PA.	2	News Director Operations Supervisor

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10	11/1/2017	Participation in events or programs sponsored by educational institutions	Through our Speakers Bureau, our WGAL Anchor/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. November 2017's activities included: 11/14/17 - Assistant News Director was the guest speaker at the Pennsylvania School Press Association at Harrisburg Area Community College, and spoke to approximately 60-100 students. Purpose of the forum was to help engage and interest local students in the importance of news and publishing; while providing support and education to Pennsylvania students who have an interest in journalism and/or communications & media production. 11/30/17 - Anchor/Reporter spoke to approximately 30 students at Lancaster Mennonite High School's 11th grade Career Day.	2	Assistant News Director Anchor/Reporter
11	2/1/2018	Participation in events or programs sponsored by educational institutions	Through our Speakers Bureau, our WGAL Anchor/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. February 2018's activities included: 2/1/18 - Meteorologist was the WGAL/Weather Assembly speaker at St Anne School in Lancaster, PA. Spoke to approximately 100 students regarding weather, broadcasting and other careers/technology that WGAL utilizes. 2/22/18 - Anchor/Reporter spoke to approximately 40 students at Rheems Elementary School in Elizabethtown, PA regarding the use of the green screen, as well as, providing useful tips and tricks.	2	Meteorologist Anchor/Reporter

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12	2/15/2018	Participation in Job Fairs	2/15/18 Assistant News Director attended the Temple University / Klein College of Media and Communication Internship & Career fair from 11am to 3pm in Philadelphia, PA.	1	Assistant News Director
13	2/28/2018	Participation in Job Fairs	2/28/18 Creative Service Director attended the Howard University All Majors Career Fair in Washington, DC.	1	Creative Service Director
14	3/1/2018	Establishment of an intern program designed to assist members of the community	Station conducts an ongoing Internship Program for area college juniors & seniors. This program offers students who are contemplating careers in broadcasting a unique opportunity to earn college credit while gaining insight into the broadcast media field. Students acquire career-related skills and valuable experience which will facilitate their transition from the academic environment to the business world. Students who participated in the program during the period covered by this report: Summer 2017 = 9 interns (including one sponsored by the National Assoc of Broadcasters), Fall 2017 = 2 interns, Spring 2018 = 4 interns	4	Sports Director Chief Meteorologist Operations Manager Creative Svcs Director
15	3/1/2018	Sponsorship of events in the community designed to increase public awareness	WGAL sponsored highly publicized Town Meetings held in Lancaster and Carlisle. Among other topics of discussion, the station presented material describing broadcast careers, and the audience was advised of existing job openings (if any) and the internship program. Contact information for all station management was distributed. 6/15/17 - Lancaster 8/17/17 - Carlisle	3	President & General Manager GM Executive Assistant Creative Services Director