

EEO PUBLIC FILE REPORT

FOR

WGAL-TV

**This EEO Public File Report
Covers the One-Year Period
Ending on 3/31/2017**

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 3/31/2017 (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
Editor/Videographer Open Date: 12/29/2015 Hire Date: 4/4/2016	1-10, 12-13, 15-18, 20-26, 28-35, 37-49	18
Traffic Anchor Open Date: 2/5/2016 Hire Date: 4/11/2016	1, 3-7, 9-13, 15-18, 20-26, 28-30, 32-35, 37-42, 44-49	11
Technology / IT Technician Open Date: 2/5/2016 Hire Date: 4/29/2016	2-13, 15-17, 20-24, 26, 28-30, 32-35, 37-42, 44-49	11
Account Executive Open Date: 2/16/2016 Hire Date: 4/22/2016	2-7, 9-26, 28-30, 32-35, 37-42, 44-49	18
Account Executive Open Date: 2/16/2016 Hire Date: 4/4/2016	2-7, 9-26, 28-30, 32-35, 37-42, 44-49	11
Reporter Open Date: 3/16/2016 Hire Date: 5/16/2016	1, 3-7, 9-13, 15-17, 20-26, 28-30, 32-42, 44-49	11
Radio Frequency Technician Open Date: 5/17/2016 Hire Date: 8/15/2016	1-7, 9-10, 12-13, 15-17, 20-26, 28-30, 32-42, 44-49	41
Operations Technician/Director Open Date: 5/19/2016 Hire Date: 7/10/2016	1-10, 12-13, 15-17, 20-30, 32-42, 44-49	8
Account Executive Open Date: 5/23/2016 Hire Date: 9/23/2016	1-7, 10-13, 15-17, 20-26, 28-30, 32-42, 44-49	11
Associate Producer Open Date: 7/18/2016 Hire Date: 8/28/2016	1, 3-10, 12-13, 15-17, 20-26, 28-30, 32-42, 44-50	8
Video Editor Open Date: 7/26/2016 Hire Date: 8/24/2016	1, 3-7, 9-10, 12-13, 15-18, 20-26, 28-30, 32-42, 44-49	5
Video Editor Open Date: 9/26/2016 Hire Date: 10/9/2016	1-10, 12-13, 15-17, 20-26, 28-30, 32-42, 44-49	8
Digital Client Specialist Open Date: 10/17/2016 Hire Date: 11/28/2016	1-10, 12-13, 15-17, 20-26, 28-30, 32-42, 44-49	8
Newscast Line Producer Open Date: 10/17/2016 Hire Date: 1/23/2017	1-10, 12-13, 15-17, 19-26, 28-30, 32-42, 44-49	8

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Operations Technician / Director Open Date: 10/17/2016 Hire Date: 11/27/2016	1-10, 12-13, 15-18, 20-26, 28-30, 32-42, 44-49	8
Photographer Open Date: 10/17/2016 Hire Date: 12/4/2016	1-10, 12-13, 15-17, 20-26, 28-30, 32-42, 44-49	8
Digital Sales Manager Open Date: 12/5/2016 Hire Date: 2/13/2017	1-13, 15-17, 20-26, 28-30, 32-42, 44-49	8
Dayside Assignment Editor Open Date: 12/13/2016 Hire Date: 1/30/2017	1, 3-7, 9-13, 15-18, 20-26, 28-30, 32-42, 44-49	11

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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	17
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	9
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 : laura.fiore@fandm.edu Laura Fiore Prong 2 Start Date: 11/11/2013	Y	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 : 301-696-3845 Email : veres@hood.edu Lana Veres 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 Email : huocreruit@gmail.com Nisite Reta 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	12
19	Journalism Jobs . Oakland, California Phone : 510-653-1251 Url : www.journalismjobs.com Dan Rohn Manual Posting	N	2

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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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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
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	MediaBistro.com 825 8th Avenue 29th Floor New York, New York 10019 Url : https://www.mediabistro.com/ 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	Monster.com 133 Boston Post Road Weston, Massachusetts 02493 Phone : (978) 461-8000 Career Services Manual Posting	N	2
32	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
33	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202.662.7145 Corp Recruiter Manual Posting	N	0
34	New Choices 110 North Lime Street Lancaster, Pennsylvania 17601 Phone : 717-393-1735 ext 236 Email : TCleaves@lcctc.org Tricia Cleaves	N	0
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	2
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@pti.edu Career Services Prong 2 Start Date: 1/12/2011	Y	0
40	Pittsburgh Technical Institute 111 McKee Road Oakdale, Pennsylvania 15071 Phone : 412.809.5214 Email : welch.janice@pti.edu Janice Welch Prong 2 Start Date: 6/27/2011	Y	0
41	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-677-7077 Robert Walker Manual Posting	N	2

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42	Shippensburg University 1871 Old Main Dr Shippensburg, Pennsylvania 17257 Phone : 717-477-1484 Email : career@ship.edu Patricia Gochenauer Prong 2 Start Date: 5/10/2001	Y	0
43	SimplyHired.com 525 Almanor Ave, Suite 100 Sunnyvale, California 94085 Phone : (408) 400-4700 Career Services Manual Posting	N	1
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	2
46	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
47	Urban League of Lancaster County 502 S Duke St Lancaster, Pennsylvania 17602 Phone : 717-394-1966 ext 124 Email : ullcplc@aol.com Paulina Rodriguez Prong 2 Start Date: 6/15/2000	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
48	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
49	York College of PA Career Services Center Country Club Road York, Pennsylvania 17403 Phone : 717-815-1452 Url : status change, paid site 9/1/12 Alice Baldwin Manual Posting	N	0
50	ZipRecruiter.com . Santa Monica, California Phone : 877-252-1062 Career Services Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			67

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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	4/1/2016	Participation in events or programs sponsored by educational institutions	Through our Speakers Bureau, our WGAL Anchors/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. April 2016's activities included: 4/5/16 - Meteorologist spoke at "Women In Science & Math" conference at Millersville University to a group of 40. 4/6/16 - Meteorologist spoke to 4th grade students during PSSA Science Prep week in Marietta. 4/27/16-Lead Anchor was a lecturer to approximately 12 students during the Lancaster Catholic High School Broadcasting Class; lecturing on techniques utilized by television anchors and reporters. 4/28/16 - Meteorologist spoke to approximately 40 people during a Millersville University science seminar.	2	Meteorologist Anchor
2	4/6/2016	Participation in events sponsored by community groups	Through our Speakers Bureau, our WGAL Anchors/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. April 2016's activities included: 4/6/16 - Anchor/Reporter was a panel facilitator during the Manheim Township Educational Foundations "Education Forecast Breakfast".	1	Anchor/Reporter
3	4/20/2016	Participation in Job Fairs	The National Association of Broadcasters Education Foundation (NABEF) hosted their annual NAB Conference Career Day event. A station representative attended the event to speak with attendees about potential job openings with the station.	1	Chief Engineer

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4	5/1/2016	Participation in events or programs sponsored by educational institutions	<p>Through our Speakers Bureau, our WGAL Anchors/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 2016's activities included: Various weather presentations by our Meteorologist staff: 5/3/16 - (80) 2nd grade students at Providence Elementary. 5/10/16 - (15) 8th grade students at Christian School of York. 5/14/16 - Weather theme month speaker at North Museum in Lancaster. 5/17/16 - (80) 2nd grade students at Mountville Elementary. 5/24/16 - (80) 1st grade students at Reidenbaugh Elementary. 5/31/16 - (50) 2nd grade students at Akron Elementary. 5/27/16 - Anchor was the graduation speaker at Bermudian Springs High School; speech focused on defining moments in broadcasting that shaped life.</p>	3	Meteorologist Meteorologist Anchor
5	6/7/2016	Participation in events sponsored by community groups	<p>Through our Speakers Bureau, our WGAL Anchors/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>June 2016's activities included: 6/7/16 - Harrisburg Reporter served on a media panel at the PA State Association of Boroughs Annual Conference, attended by approximately 200 people at the Hershey Lodge. Conference topic focused on local officials understanding how to work with the media regarding interviews, establishing relationships, accessibility, talking off the record, etc.</p>	1	Reporter

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6	9/27/2016	Participation in events or programs sponsored by educational institutions	Through our Speakers Bureau, our WGAL Anchors/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. September 2016's activity included: 9/27/16 - Anchor/Reporter spoke to approximately 40 students at York Tech during the Criminal Justice class regarding the importance of good police-media relations.	1	Anchor/Reporter
7	10/1/2016	Participation in events sponsored by community groups	Through our Speakers Bureau, our WGAL Anchors/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. October 2016's activities included: 10/6/16 - Anchor/Reporter spoke at South Central PA Junior Achievement's one-day career workshop for young women, encouraging them to think beyond traditional career opportunities & prepare for future entrance in the workplace. 10/6/16 - Reporter participated as a community leader panel member at the Lancaster Chamber of Commerce "Professional Women's Forum". Designed to help give professional business women the ability to understand & overcome challenges in the workplace, as well as provide networking opportunities to connect with other women. 10/20/16 - Reporter spoke at Lancaster Young Professionals Red Rose gala. Shared personal growth experiences with members.	2	Anchor/Reporter Reporter

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8	10/4/2016	Participation in Job Fairs	10/4/16 Technical Operations Supervisor attended the Penn State Capitol region Internship & Job Fair at the Penn State Harrisburg campus location.	1	Technical Operations Supervisor
9	10/20/2016	Provision of training to management	10/20/16, WGAL's Director of Engineering attended a training session in Omaha, Nebraska held by Hearst Television regarding recruitment and hiring of US Armed Services Veterans. Topics covered included: how to evaluate past employment and duties of armed services personnel & transferability of those skills to broadcast/newsgathering/digital business. Along with 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.	1	Director of Engineering
10	11/8/2016	Participation in events or programs sponsored by educational institutions	Through our Speakers Bureau, our WGAL Anchors/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. November 2016's activities include: 11/8/16 - Meteorologist spoke to approximately 56 students & 6 teachers at The New School of Lancaster regarding weather in an "All About Weather" presentation.	1	Meteorologist
11	2/22/2017	Participation in events or programs sponsored by educational institutions	Through our Speakers Bureau, our WGAL Anchors/Reporters spoke to various community organizations/schools upon request on a broad range of topics, including employment opportunities & careers in the broadcast industry. February 2017's activity included: 2/22/17 - Sports Anchor conducted an interview with a local college student regarding broadcasting careers.	1	Sports Anchor

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12	3/1/2017	Sponsorship of events in the community designed to increase public awareness	WGAL sponsored a series of highly publicized Town Meetings held in Carlisle, York, Lancaster, Gettysburg and Lebanon. 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. 6/15/16 - Carlisle 7/14/16 - York 7/25/16 - Lancaster 8/16/16 - Gettysburg 9/15/16 - Lebanon	4	President & General Manager GM Executive Assistant News Director Creative Services Director
13	3/1/2017	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 participated in the program during the period covered by this report: Summer 2016 = 9 interns, Fall 2016 = 2 interns, Spring 2017 = 2 interns.	4	Managing Assignment Editor Chief Meteorologist Sports Director Creative Services Director
14	3/24/2017	Participation in Job Fairs	3/24/17 Assistant News Director & Chief Photographer attended Penn State University Job Fair/Expo at PSU Alumni Hall in University Park.	2	Assistant News Director Chief Photographer
15	3/28/2017	Participation in Job Fairs	3/28/17 Assistant News Director attended the Temple University 3rd annual School of Media and Communications Internship & Career Fair at Mitten Hall in Philadelphia, PA.	1	Assistant News Director