

**EEO PUBLIC FILE REPORT**

**FOR**

**WGAL-TV**

**This EEO Public File Report  
Covers the One-Year Period  
Ending on 3/31/2019**

# **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 3/31/2019 (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
Account Executive Open Date: 11/10/2017 Hire Date: 8/13/2018	1-7, 9-16, 19-25, 28-37, 39-43, 45-46, 48-49, 51	13
Sales Assistant Open Date: 3/12/2018 Hire Date: 4/1/2018	1, 3-10, 12, 14-16, 19-25, 28-33, 35-38, 40-43, 45-47, 49-51	8
Master Control Operator Open Date: 4/12/2018 Hire Date: 6/11/2018	1, 3-10, 12, 14-17, 19-25, 28-33, 35-38, 40-43, 45-47, 49-51	8
Reporter Open Date: 5/14/2018 Hire Date: 6/28/2018	1, 3-12, 14-16, 19-25, 28-33, 35-38, 40- 43, 45-47, 49-51	11
National Sales Manager Open Date: 5/14/2018 Hire Date: 9/4/2018	1, 3-7, 9-12, 14-16, 19-26, 28-38, 40- 47, 49-51	34
Client Service Specialist Open Date: 7/18/2018 Hire Date: 8/27/2018	1, 3-7, 9-10, 12, 14-16, 19-25, 27-33, 35-38, 40-47, 49-51	5
Writer Producer Open Date: 8/8/2018 Hire Date: 11/13/2018	1-7, 9-10, 12, 14-17, 19-33, 35-38, 40- 43, 45-47, 49-51	45
Reporter Open Date: 8/20/2018 Hire Date: 10/1/2018	1-12, 14-16, 18-25, 27-33, 35-38, 40- 43, 45-47, 49-51	5
Assignment Editor Open Date: 8/29/2018 Hire Date: 10/1/2018	1-10, 12, 14-25, 27-33, 35-38, 40-43, 45-47, 49-51	8
Photographer Open Date: 9/27/2018 Hire Date: 11/4/2018	1-12, 14-16, 18-25, 27-33, 35-38, 40- 43, 45-47, 49-51	8
Commercial Production Producer Open Date: 10/30/2018 Hire Date: 12/17/2018	1-7, 9-10, 12, 14-25, 27-33, 35-38, 40- 43, 45-47, 49-51	17
Account Executive Open Date: 11/14/2018 Hire Date: 3/4/2019	1-10, 12, 14-25, 27-33, 35-38, 40-43, 45-47, 49-51	8
Producer Open Date: 11/27/2018 Hire Date: 2/18/2019	1-7, 9-12, 14-16, 18-25, 27-33, 35-38, 40-43, 45-47, 49-51	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 : rrobinson@bates.ctc.edu Roland Robinson	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	17
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0

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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	8
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 Jane Nini Manual Posting  Prong 2 Start Date: 8/8/2000	Y	0
11	Employee Referral	N	8
12	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
13	Former Employee Referral	N	1
14	HACC 1641 Old Philadelphia Pike Lancaster, Pennsylvania 17602 Phone : 717-780-2522 Url : <a href="http://www.collegecentral.com/hacc">http://www.collegecentral.com/hacc</a> Jean Tucker Manual Posting	N	0

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15	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
16	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
17	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 1-800-475-4361 Url : www.indeed.com Career Services Manual Posting	N	8
18	Journalism Jobs . Oakland, California Phone : 510-653-1251 Url : www.journalismjobs.com Email : contact@journalismjobs.com Dan Rohn	N	0
19	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	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
21	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
22	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
23	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
24	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

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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	Lincoln University Office of Career Services PO Box 179 Lincoln University, Pennsylvania 19352 Phone : 484-365-7588 Url : <a href="http://www.lincoln.edu/career">http://www.lincoln.edu/career</a> Email : <a href="mailto:Rsimpson@lincoln.edu">Rsimpson@lincoln.edu</a> Ralph Simpson  Prong 2 Start Date: 6/21/2000	Y	0
26	LinkedIn.com 1000 W. Maude Avenue Sunnyvale, California 94085 Phone : 1-877-587-1877 Career Services Manual Posting	N	2
27	MediaBistro 825 8th Avenue 29th Floor New York, New York 10019 Phone : (800) 205-7792 Url : <a href="https://www.mediabistro.com/">https://www.mediabistro.com/</a> Career Services Manual Posting	N	0
28	MediaLine PO Box 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> 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 : <a href="mailto:Earke@messiah.edu">Earke@messiah.edu</a> 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 Donna Ressler Manual Posting  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	2
35	P.R.O.B.E. 815 Cumberland St Suite 206 Lebanon, Pennsylvania 17042 Phone : 717-273-2090 Url : <a href="http://www.probepa.org">http://www.probepa.org</a> Email : <a href="mailto:kmverna@probepa.org">kmverna@probepa.org</a> 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 : <a href="http://www.cwds.state.pa.us">http://www.cwds.state.pa.us</a> 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 : <a href="http://www.pti.edu/alumni/career_connect.html">http://www.pti.edu/alumni/career_connect.html</a> Email : <a href="mailto:careerservices@ptcollege.edu">careerservices@ptcollege.edu</a> Career Services	N	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	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-677-7077 Robert Walker Manual Posting	N	0

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42	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
43	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
44	Spots N Dots 1635 Old Hwy 41NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-864-2620 Url : <a href="http://www.spotsndots.com/sectional.asp?id=39814">http://www.spotsndots.com/sectional.asp?id=39814</a> Spots Dots Manual Posting	N	2
45	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Mark Holloway Manual Posting	N	1
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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47	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> 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 : <a href="mailto:ullcplc@aol.com">ullcplc@aol.com</a> Paulina Rodriguez	N	0
49	West Chester University 106 Lawrence Center-WCU West Chester, Pennsylvania 19383 Phone : 610-436-2501 Url : <a href="http://www.collegecentral.com/wcupa/">http://www.collegecentral.com/wcupa/</a> Preeti Singh Manual Posting	N	0
50	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
51	York College of PA Career Services Center Country Club Road York, Pennsylvania 17403 Phone : 717-815-1452 Url : <a href="https://www.ycp.edu/about-us/offices-and-departments/student-success/career-development-center/">https://www.ycp.edu/about-us/offices-and-departments/student-success/career-development-center/</a> Alice Baldwin Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>49</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/18/2018	Participation in Job Fairs	Business Manager & General Manager's Executive Assistant attended the Millersville University Fall 2018 Job & Internship Fair at the Student Memorial Center in Millersville, PA.	2	Business Manager GM Executive Assistant
2	2/13/2019	Participation in Job Fairs	Assistant News Director and Reporter attended the Temple University / Klein College of Media and Communication Internship & Career fair in Philadelphia, PA.	2	Assistant News Director Reporter
3	2/19/2019	Provision of training to management	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 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.	15	President & General Manager Assistant News Director Chief Photographer Digital Sales Manager
4	2/21/2019	Participation in Job Fairs	Digital Sales Manager, Production Manager & Hearst Director of Veteran Recruiting attended the Recruit Military Veterans Job Fair at Coppin State University in Baltimore, MD.	3	Hearst Director of Veteran Recruiting Digital Sales Manager Production Manager

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5	3/1/2019	Participation in events or programs sponsored by educational institutions	<p>Through our Speakers Bureau, our WGAL Anchor/Reporters spoke to various schools upon request on a broad range of topics, including employment opportunities &amp; careers in the broadcast industry. Activities included:</p> <p>10/5/18 - Chief Meteorologist performed a weather/meteorology presentation to approximately 100 students at Kissel Hill Elementary in Lititz, PA.</p> <p>11/6/18 - Chief Meteorologist conducted a weather lesson to approximately 45 students at Sacred Heart School in Lancaster, PA.</p> <p>1/25/19 - News Anchor spoke to 57 students at JP McCaskey High School in Lancaster, PA during their media class.</p> <p>1/28/19 - Anchor/Reporter presented to approximately 260 students during the 5th Grade Career Day at Cocalico Elementary School in Reamstown, PA.</p> <p>2/4/19 - Anchor/Reporter spoke to approximately 350 students in Grades 1, 2 and 3 at Landisville Primary Center in Landisville, PA regarding careers in broadcasting, educational &amp; work experience requirements.</p>	4	Chief Meteorologist Anchor Anchor/Reporter Anchor/Reporter
6	3/1/2019	Establishment of an intern program designed to assist members of the community	<p>Station conducts an ongoing Internship Program for area college juniors &amp; 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:</p> <p>Summer 2018 = 4 interns,            Fall 2018 = 1 intern,            Spring 2019 = 2 interns</p>	6	Chief Meteorologist Creative Services Director Production Manager Sports Director

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7	3/15/2019	Participation in Job Fairs	Assistant News Director and Production Manager attended Penn State University's 20th Annual JobExpo.com at PSU Alumni Hall in University Park, PA.	2	Assistant News Director Production Manager