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.

* * * * *
## I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Open Date: 1/10/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 8/13/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1, 3-10, 12, 14-16, 19-25, 28-33, 35-38, 40-43, 45-47, 49-51</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 3/12/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/1/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>1, 3-10, 12, 14-17, 19-25, 28-33, 35-38, 40-43, 45-47, 49-51</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 4/12/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 6/11/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reporter</td>
<td>1, 3-12, 14-16, 19-25, 28-33, 35-38, 40-43, 45-47, 49-51</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 5/14/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 6/28/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>National Sales Manager</td>
<td>1, 3-7, 9-12, 14-16, 19-26, 28-38, 40-47, 49-51</td>
<td>34</td>
</tr>
<tr>
<td>Open Date: 5/14/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 9/4/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Client Service Specialist</td>
<td>1, 3-7, 9-10, 12, 14-16, 19-25, 27-33, 35-38, 40-47, 49-51</td>
<td>5</td>
</tr>
<tr>
<td>Open Date: 7/18/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 8/27/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Writer Producer</td>
<td>1-7, 9-10, 12, 14-17, 19-33, 35-38, 40-43, 45-47, 49-51</td>
<td>45</td>
</tr>
<tr>
<td>Open Date: 8/8/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 11/13/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reporter</td>
<td>1-12, 14-16, 18-25, 27-33, 35-38, 40-43, 45-47, 49-51</td>
<td>5</td>
</tr>
<tr>
<td>Open Date: 8/20/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 10/1/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>1-10, 12, 14-25, 27-33, 35-38, 40-43, 45-47, 49-51</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 8/29/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 10/1/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Photographer</td>
<td>1-12, 14-16, 18-25, 27-33, 35-38, 40-43, 45-47, 49-51</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 9/27/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 11/4/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commercial Production Producer</td>
<td>1-7, 9-10, 12, 14-25, 27-33, 35-38, 40-43, 45-47, 49-51</td>
<td>17</td>
</tr>
<tr>
<td>Open Date: 10/30/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 12/17/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-10, 12, 14-25, 27-33, 35-38, 40-43, 45-47, 49-51</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 11/14/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 3/4/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1-7, 9-12, 14-16, 18-25, 27-33, 35-38, 40-43, 45-47, 49-51</td>
<td>11</td>
</tr>
<tr>
<td>Open Date: 11/27/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 2/18/2019</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>AAJA&lt;br&gt;5th 3rd Street Suite 1108&lt;br&gt;San Francisco, California 94103&lt;br&gt;Phone: 415.346.2051&lt;br&gt;Url: <a href="http://www.aaja.org">www.aaja.org</a>&lt;br&gt;AAJA Recruiter Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>Bates College Broadcast/Production Program&lt;br&gt;1101 S Yakima Ave&lt;br&gt;Tacoma, Washington 98405&lt;br&gt;Phone: 253-680-7761&lt;br&gt;Email: <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a>&lt;br&gt;Roland Robinson</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>Brian Dragonuk&lt;br&gt;Randallstown, Maryland&lt;br&gt;Phone: 410-922-6797&lt;br&gt;Email: <a href="mailto:bdragonuk@hotmail.com">bdragonuk@hotmail.com</a>&lt;br&gt;Brian Dragonuk</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>Bright Side Baptist Church&lt;br&gt;515 Hershey Ave&lt;br&gt;Lancaster, Pennsylvania 17603&lt;br&gt;Phone: 717-298-9431&lt;br&gt;Email: <a href="mailto:erichollie@aol.com">erichollie@aol.com</a>&lt;br&gt;Holly &amp; Eric Kemp</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>Collective Talent&lt;br&gt;26150 Hersheyvale&lt;br&gt;Franklin, Michigan 48025&lt;br&gt;Phone: 813-254-9695&lt;br&gt;Email: <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>&lt;br&gt;Michael Bille</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 7         | CSB School of Broadcasting  
1 Mall Drive, Suite 203  
Cherry Hill, New Jersey 06032  
Phone : 856-755-1200  
Email : jobs@goesb.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 : http://www.collegecentral.com/hacc  
Jean Tucker  
Manual Posting | N | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 20        | Lancaster County Career & TechnologyCtr  
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 Givier  
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 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 25        | 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                                                     |
| 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: https://www.medabistro.com/  
Career Services  
Manual Posting | N                                                | 0                                                     |
| 28        | MediaLine  
PO Box 51909  
Pacific Grove, California 93950  
Phone: 1-800-237-8073  
Email: medialine@medialine.com  
Mark Shillstone  
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                                                     |
**II. MASTER RECRUITMENT SOURCE LIST ("MRSR")**

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>30</td>
<td>Millersville University&lt;br&gt;PO Box 1002&lt;br&gt;Millersville, Pennsylvania 17551&lt;br&gt;Phone: 717-872-3312&lt;br&gt;Donna Ressler&lt;br&gt;Manual Posting&lt;br&gt;Prong 2 Start Date: 6/12/2000</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>31</td>
<td>Muhlenberg College&lt;br&gt;The Career Center 2400 West Chew Street&lt;br&gt;Allentown, Pennsylvania 18104&lt;br&gt;Phone: 484-664-3170&lt;br&gt;Alana Albus&lt;br&gt;Manual Posting&lt;br&gt;Prong 2 Start Date: 9/21/2004</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>32</td>
<td>NAHJ&lt;br&gt;1050 Connecticut Ave NW 10th Floor&lt;br&gt;Washington, District of Columbia 20036&lt;br&gt;Phone: 202.662.7145&lt;br&gt;Corp-Recuriter&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>33</td>
<td>New Choices&lt;br&gt;110 North Lime Street&lt;br&gt;Lancaster, Pennsylvania 17601&lt;br&gt;Phone: 717-393-1735 ext 236&lt;br&gt;Email: <a href="mailto:TCLEaves@lccte.org">TCLEaves@lccte.org</a>&lt;br&gt;Tricia Cleave</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>34</td>
<td>Non-Employee Referral</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>35</td>
<td>P.R.O.B.E.&lt;br&gt;815 Cumberland St Suite 206&lt;br&gt;Lebanon, Pennsylvania 17042&lt;br&gt;Phone: 717-273-2090&lt;br&gt;Url: <a href="http://www.probepa.org">http://www.probepa.org</a>&lt;br&gt;Email: <a href="mailto:kmverna@probepa.org">kmverna@probepa.org</a>&lt;br&gt;Kathy Verna&lt;br&gt;Prong 2 Start Date: 6/12/2000</td>
<td>Y</td>
<td>0</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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.pitt.edu/alumni/career_connect.html  
            Email: careerservices@ptcollege.edu  
            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 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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: http://www.spotsndots.com/sectional.asp?id=39814  
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                                                       |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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: ulleplc@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  
717 Green Valley Road Suite 200  
Greensboro, North Carolina 27408  
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  
Alice Baldwin  
Manual Posting | N                                                  | 0                                                      |

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 49
## III. RECRUITMENT INITIATIVES

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

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>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: 10/5/18 - Chief Meteorologist performed a weather/meteorology presentation to approximately 100 students at Kissel Hill Elementary in Lititz, PA. 11/6/18 - Chief Meteorologist conducted a weather lesson to approximately 45 students at Sacred Heart School in Lancaster, PA. 1/25/19 - News Anchor spoke to 57 students at JP McCaskey High School in Lancaster, PA during their media class. 1/28/19 - Anchor/Reporter presented to approximately 260 students during the 5th Grade Career Day at Cocalico Elementary School in Reamstown, PA. 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.</td>
<td>4</td>
<td>Chief Meteorologist Anchor Anchor/Reporter Anchor/Reporter</td>
</tr>
<tr>
<td>6</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>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: Summer 2018 = 4 interns, Fall 2018 = 1 intern, Spring 2019 = 2 interns</td>
<td>6</td>
<td>Chief Meteorologist Creative Services Director Production Manager Sports Director</td>
</tr>
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<td>7</td>
<td>3/15/2019 Participation in Job Fairs</td>
<td>Assistant News Director and Production Manager attended Penn State University's 20th Annual JobExpo.com at PSU Alumni Hall in University Park, PA.</td>
<td>2</td>
<td>Assistant News Director Production Manager</td>
</tr>
</tbody>
</table>