EEO PUBLIC FILE REPORT

FOR

WTAE-TV

This EEO Public File Report
Covers the One-Year Period
Ending on 03/31/24
EEO Annual Public File Report

WTAE-TV

This EEO Public File Report is filed in Station WTAE'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 03/31/24 (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 Phyllis Ziccarelli at pzcicarelli@hearst.com

* * * * *
## 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>Account Executive</td>
<td>2, 4, 6-7, 9-10, 12-16, 19-20, 22-40, 42-49</td>
<td>22</td>
</tr>
<tr>
<td>Open Date: 10/15/2021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 5/1/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1-4, 6-9, 11-15, 17-18, 20-21, 23-38, 40-49</td>
<td>6</td>
</tr>
<tr>
<td>Open Date: 2/28/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 7/5/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Digital Client Specialist</td>
<td>1-4, 6-7, 9, 11-15, 17-38, 40-49</td>
<td>19</td>
</tr>
<tr>
<td>Open Date: 5/23/2023</td>
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<td></td>
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<tr>
<td>Hire Date: 9/11/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reporter</td>
<td>1-4, 6-7, 9-18, 20-21, 23-38, 40-49</td>
<td>6</td>
</tr>
<tr>
<td>Open Date: 5/31/2023</td>
<td></td>
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</tr>
<tr>
<td>Hire Date: 9/11/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>News Photojournalist</td>
<td>2-4, 6-7, 9, 11-15, 17-20, 22-38, 40-49</td>
<td>22</td>
</tr>
<tr>
<td>Open Date: 7/21/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 9/11/2023</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reporter</td>
<td>1-2, 4, 6-7, 9-15, 17-18, 20-26, 28-38, 40-49</td>
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<td>Open Date: 10/2/2023</td>
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<td></td>
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<td>Hire Date: 1/1/2024</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales Account Associate (Entry level)</td>
<td>1-2, 4-7, 9, 11-15, 17-18, 21-26, 28-38, 40-49</td>
<td>6</td>
</tr>
<tr>
<td>Open Date: 10/5/2023</td>
<td></td>
<td></td>
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<tr>
<td>Hire Date: 11/6/2023</td>
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<td></td>
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<tr>
<td>Client Success Specialist</td>
<td>1-2, 4, 6-7, 9, 11-15, 17-18, 21-26, 28-38, 40-49</td>
<td>22</td>
</tr>
<tr>
<td>Open Date: 10/5/2023</td>
<td></td>
<td></td>
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<tr>
<td>Hire Date: 12/4/2023</td>
<td></td>
<td></td>
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<tr>
<td>Meteorologist</td>
<td>2, 4, 6-7, 9, 11-18, 21, 23-26, 28-38, 40-49</td>
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<tr>
<td>Open Date: 11/9/2023</td>
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<td></td>
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<tr>
<td>Hire Date: 2/5/2024</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## 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>
| 1         | 602 Communications  
1011 Lyndhurst Falls Lane  
Knightdale, North Carolina 27545  
Phone: 919-271-4434  
Email: gnewell@602communications.com  
Graeme Newell | N | 0 |
| 2         | African American Institute Of Excellence  
7209 Race Street  
Pittsburgh, Pennsylvania 15208  
Phone: 412-242-8385  
Email: saalih2000@yahoo.com  
Hakim Saalih  
Prong 2 Start Date: 2/22/2006 | Y | 0 |
| 3         | Bates College Broadcast/Production Program  
1101 S Yakima Ave  
Tacoma, Washington 98405  
Phone: 253-680-7761  
Email: kwitkoe@BatesTech.edu  
Ken Witkoe | N | 0 |
| 4         | Bethany College  
304 Cramblet Hall  
Bethany, West Virginia 26032  
Phone: 304-829-7150  
Email: career@bethanywv.edu  
A Van Horn  
Prong 2 Start Date: 11/30/2010 | Y | 0 |
| 5         | Built In  
203 N La Salle St  
Chicago, Illinois  
Url: https://builtin.com/  
Steph Studebaker | N | 1 |
| 6         | Careers.HearstTelevision.com  
214 N. Tryon St  
Charlotte, North Carolina 28202  
Url: http://careers.hearsttelevision.com/  
Career Services | N | 16 |
## 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>
| 7         | Carlow University  
3333 Fifth Avenue  
Pittsburgh, Pennsylvania 15213  
Phone: 412-578-6067  
Erin Bridgen  
Manual Posting  
Prong 2 Start Date: 11/30/2010 | Y                                               | 0                                                      |
| 8         | Collective Talent  
1721 Richardson Place  
Tampa, Florida 33606  
Phone: 813-254-9695  
Email: bille@michaelsmedia.com  
M. Bille | N                                               | 0                                                      |
| 9         | Community College of Allegheny County  
808 Ridge Avenue  
Pittsburgh, Pennsylvania 15212  
Phone: 412-237-2545  
R. Kmetz  
Manual Posting  
Prong 2 Start Date: 11/30/2010 | Y                                               | 0                                                      |
| 10        | Current Employee | N                                               | 3                                                      |
| 11        | Department of Veterans Affairs  
2907 Pleasant Valley Blvd  
Altoona, Pennsylvania 16602  
Phone: 877-626-2500 x4191  
Email: nicholas.Boiko@va.gov  
Jennifer Sklodowski | N                                               | 0                                                      |
| 12        | Duquesne University  
600 Forbes Avenue  
Pittsburgh, Pennsylvania 15282  
Phone: 412-396-6644  
N. Feldhues  
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>
| 13        | Eastside Neighborhood Employment Center  
113 N. Pacific Avenue  
Pittsburgh, Pennsylvania 15224  
Phone: 412-362-8580  
Email: admin@eneccpittsburgh.com  
Fax: 1-412-441-6918  
ENEC Employment Team  
Prong 2 Start Date: 11/30/2010 | Y                                                | 0                                                      |
| 14        | Garfield Jubilee  
5323 Penn Ave  
Pittsburgh, Pennsylvania 15206  
Phone: 412-665-5205  
Url: http://www.garfieldjubilee.org/  
Email: info@garfieldjubilee.org  
Fax: 1-412-665-5205  
Joann Monroe  
Prong 2 Start Date: 7/12/2019 | Y                                                | 0                                                      |
| 15        | Higher Call World Outreach Church  
1321 Mifflin Street P.O. Box 310  
Homestead, Pennsylvania 15120  
Phone: 412-464-0241  
Email: highercallwoc@aol.com  
Florence Johnson  
Prong 2 Start Date: 11/30/2010 | Y                                                | 0                                                      |
| 16        | Hill House Association  
1835 Centre Avenue  
Pittsburgh, Pennsylvania 15219  
Phone: 412-392-6436  
Carmen Ellington  
Manual Posting | N                                                | 0                                                      |
| 17        | IATSE  
PO Box 352  
Pittsburgh, Pennsylvania 15230  
Phone: 412-281-4568  
Email: IATSE3@gmail.com  
Fax: 1-412-281-4571  
Todd Nonn | N                                                | 0                                                      |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSCL")

<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>
| 18        | IBEW Local 5  
5 Hot Metal Street Suite 400  
Pittsburgh, Pennsylvania 15203  
Phone : 724-285-3855  
Email : scbibew385@aol.com  
Patty Lusnak | N                              | 0                                              |
| 19        | Indeed.com    
177 Broad Street 6th Floor  
Stamford, Connecticut 06901  
Phone : 800-462-5842  
Career Services  
Manual Posting | N                              | 5                                              |
| 20        | Indiana University of Pennsylvania  
302 Pratt Hall  
Indiana, Pennsylvania 15705  
Phone : 724-357-2235  
Email : wjzimmer@iup.edu  
Dr. Bill Zimmerman  
Prong 2 Ended Date: 10/5/2023 | N                              | 0                                              |
| 21        | Liberal Arts Recruiting Consortium of Western PA  
300 Fraser Purchase Road  
Latrobe, Pennsylvania 15650  
Phone : (724) 805-2070  
Career Services  
Manual Posting | N                              | 0                                              |
| 22        | LinkedIn.com  
3355 Lenox Road, Suite 750  
Atlanta, Georgia 30326  
Career Services  
Manual Posting | N                              | 8                                              |
| 23        | MediaBistro   
825 Eighth Avenue, 29th Floor  
New York, New York 10019  
Phone : (800) 205-7792  
Career Services  
Manual Posting | N                              | 1                                              |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSIL")

<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>
| 24        | Mon Valley Initiative  
303/305 East 8th Avenue  
Homestead, Pennsylvania 15120  
Phone: 412-464-4000  
Email: chowell@monvalleyinitiative.com  
Fax: 1-412-464-1750  
Jefferson Brooks  
Prong 2 Start Date: 3/17/2010 | Y | 0 |
| 25        | Northwestern University  
620 Lincoln Street  
Evanston, Illinois 60208  
Phone: 847-491-5785  
Dainne Siekmann  
Manual Posting | N | 0 |
| 26        | PA Career Link of Westmoreland County  
151 Pavillion Lane  
Youngwood, Pennsylvania 15697  
Phone: 724-755-2330 ext 101  
Email: e-jalbrigh@state.pa.us  
J Albright  
Prong 2 Start Date: 11/7/2007 | Y | 0 |
| 27        | PA CareerLink Veterans  
304 Wood Street  
Pittsburgh, Pennsylvania 15222  
Phone: 412-552-1007  
Email: jiweaverli@pa.gov  
Fax: 1-471-552-7051  
Jill Counts-Weaverling | N | 0 |
| 28        | Penn State-Beaver Campus  
100 University Drive  
Monaca, Pennsylvania 15061  
Phone: 724-773-3561  
Email: saw163@psu.edu  
Stephanie DeMarco  
Prong 2 Start Date: 11/30/2010 | Y | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSML")

<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>
| 29        | Pennsylvania Association of Broadcasters  
208 North 3rd St Suite 105  
Harrisburg, Pennsylvania 17101  
Phone: 717-482-4820  
Email: gponti@pab.org  
Gail Ponti  
Prong 2 Start Date: 11/30/2010 | Y | 0 |
| 30        | Pennsylvania Career Link  
914 Penn Avenue 6th Floor  
Pittsburgh, Pennsylvania 15222  
Phone: 412-697-6667  
Url: https://www.pacareerlink.pa.gov/jponline/Employer/Dashboard?_aMmmCgiAOU_HF6f3y5M2aN2VLl2Og8jhS0CKQm  
Ellen Ashi  
Manual Posting  
Prong 2 Start Date: 11/30/2010 | Y | 0 |
| 31        | Pittsburgh Black Media Federation  
c/o Post-Gazette 34 Boulevard of The Allies  
Pittsburgh, Pennsylvania 15222  
Phone: 412-263-1100  
Email: nhill@post-gazette.com  
Natalie Hill  
Prong 2 Start Date: 11/30/2010 | Y | 0 |
| 32        | Pittsburgh/Penn Technical Institute  
1111 McKee Road  
Oakdale, Pennsylvania 15071  
Phone: 412-809-5150  
Career Services  
Manual Posting  
Prong 2 Start Date: 11/30/2010 | Y | 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>
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</table>
| 33        | Point Park University  
201 Wood Street  
Pittsburgh, Pennsylvania 15222  
Phone: 412-392-3978  
Url: www.pointpark.edu  
Angela Scaramucci  
Manual Posting | N | 0 |
| 34        | RecruitMilitary  
422 West Loveland Ave  
Loveland, Ohio 45140  
Phone: 5136835020  
Robert Walker  
Manual Posting | N | 0 |
| 35        | Renewal, Inc.  
312 Boulevard of the Allies  
Pittsburgh, Pennsylvania 15222  
Phone: 412-697-1606  
Email: info@renewalinc.com  
Charles Sullivan  
Prong 2 Start Date: 11/30/2010 | Y | 0 |
| 36        | Robert Morris University  
881 Narrows Run Road  
Coraopolis, Pennsylvania 15108  
Phone: 412-299-2482  
Sheila Broman  
Manual Posting  
Prong 2 Start Date: 11/30/2010 | Y | 0 |
| 37        | St. Vincent College  
300 Fraser Purchase Road  
Latrobe, Pennsylvania 15650  
Phone: 724-805-2083  
Email: kimberly.woodley@stvincent.edu  
Kimberly Woodley  
Prong 2 Start Date: 11/30/2010 | Y | 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>
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<tbody>
<tr>
<td>38</td>
<td>TV JOBS</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>P.O. Box 4116</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Oceanside, California 92052</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 800-374-0119</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.tvjobs.com/cgi-bin/jobs2/employers/post">http://www.tvjobs.com/cgi-bin/jobs2/employers/post</a></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>M Holloway Manual Posting</td>
<td></td>
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</tr>
<tr>
<td>39</td>
<td>TVB</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>120 Wall Street, 15th Floor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>New York, New York 10005</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 212-935-5631</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Career Services</td>
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</tr>
<tr>
<td>40</td>
<td>University of Colorado at Boulder</td>
<td></td>
<td>Y</td>
</tr>
<tr>
<td></td>
<td>1511 University Avenue #478 UCB</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Boulder, Colorado 80309</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: (303) 492-5480</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://colorado.edu/">http://colorado.edu/</a></td>
<td></td>
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<tr>
<td></td>
<td>Christine Mahoney Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prong 2 Start Date: 1/22/2018</td>
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<td></td>
</tr>
<tr>
<td>41</td>
<td>University of Michigan</td>
<td></td>
<td>N</td>
</tr>
<tr>
<td></td>
<td>515 E Jefferson St</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Ann Arbor, Michigan</td>
<td></td>
<td></td>
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<td></td>
<td>Career Services Manual Posting</td>
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<tr>
<td>42</td>
<td>University of Pittsburgh</td>
<td></td>
<td>N</td>
</tr>
<tr>
<td></td>
<td>4200 Fifth Avenue</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Pittsburgh, Pennsylvania 15260</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 412-624-4141</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Career Services Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>43</td>
<td>Urban League of Pittsburgh</td>
<td></td>
<td>N</td>
</tr>
<tr>
<td></td>
<td>610 Wood Street</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Pittsburgh, Pennsylvania 15222</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 412-227-4172</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:mkdietrich@ulpgh.org">mkdietrich@ulpgh.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mary Kay Filter Dietrich</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prong 2 Ended Date: 2/9/2024</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>
</table>
| 44        | Waynesburg College  
51 West College Street  
Waynesburg, Pennsylvania 15370  
Phone: 724-852-7790  
Email: sbell@waynesburg.edu  
Sarah Bell  
Prong 2 Start Date: 2/22/2006 | Y | 0 |
| 45        | Westminster College  
319 S. Market Street  
New Wilmington, Pennsylvania 16172  
Phone: 724-946-7339  
Jennifer Hough  
Manual Posting  
Prong 2 Start Date: 11/30/2010 | Y | 0 |
| 46        | Westmoreland County Community College  
400 Armbrust Road  
Youngwood, Pennsylvania 15697  
Phone: 724-925-4058  
Email: gouldners@westmoreland.edu  
Career Services  
Prong 2 Start Date: 2/12/2004 | Y | 0 |
| 47        | Wilberforce University  
P.O. Box 1001  
Wilberforce, Ohio 45384  
Phone: 937-708-5252  
Email: hwilliams@wilberforce.edu  
Hila Williams  
Prong 2 Start Date: 2/22/2006 | Y | 0 |
| 48        | Women in Communications  
c/o Post-Gazette 34 Boulevard of The Allies  
Pittsburgh, Pennsylvania 15222  
Phone: 412-263-2588  
Email: kcarlin@post-gazette.com  
K Carlin  
Prong 2 Start Date: 11/30/2010 | Y | 0 |
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<table>
<thead>
<tr>
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<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 49        | www.mediagignow.com  
            550 W. Jackson Blvd Suite 200  
            Chicago, Illinois 60661  
            Phone: 336-553-0620  
            Url: http://www.mediagignow.com  
            Email: customerservice@mediagignow.com  
            MediaGigNow.com | N | 0 |

TOTAL INTERVIEWS OVER REPORTING PERIOD: 34
### 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>4/1/2023</td>
<td>Establishment of a mentoring program</td>
<td>Hearst Television offers a formal mentorship program across the company. The goal of this program is to build productive relationships across the company to support career development, foster a diverse and inclusive environment, and adopt HTVs leadership value of helping others succeed. WTAE-TV had sixteen (16) mentors/mentees participate this year.</td>
<td>16</td>
<td>News Executive Producer Creative Services Director</td>
</tr>
<tr>
<td></td>
<td>Ongoing Event</td>
<td>Provision of training to management The Hearst Conscious Inclusion program underscores the company’s commitment to an equitable, inclusive and diverse culture that speaks to our company’s culture. Participants in the program learned the INCLUDE model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants completed 6 sessions over a course of 6 months. These sessions include, Conscious Inclusion (two part), Allyship in Action, Race Matters, Moments of Truth and a wrap up session. Once participates complete this program, they earn the Change Agent certification. WTAE currently has 9 employees in this program.</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>4/5/2023</td>
<td>Participation in events or programs sponsored by educational institutions University of Pittsburgh sponsored &quot;Anchor Day&quot; for Broadcast 1 students. Twenty two (22) students were given the opportunity to anchor on state-of-the-art set with WTAE-TV anchors. The students create video on resume reels to be used when applying for on-air positions in broadcasting.</td>
<td>1</td>
<td>News Anchor</td>
<td></td>
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### III. RECRUITMENT INITIATIVES

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<tr>
<td>4/11/2023</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>This educational opportunity for students was held at Mount Pleasant Area High School. The guest speaker was invited to visit the school television studio to talk to fifteen (15) students. The students conducted daily announcements and video interviews showcasing careers, guest speakers and various educational programs. The guest speaker shared tips for on-air performance, career options, preparatory requirements and work demands.</td>
<td>1</td>
<td>News Anchor</td>
</tr>
<tr>
<td>4/12/2023</td>
<td>Participation in Job Fairs</td>
<td>Point Park University hosted this job fair. The fair offered opportunities for employers to recruit and network with SAEM (Sports, Arts, Entertainment Management) students that fit well with current and future internships and job openings.</td>
<td>2</td>
<td>Payroll/HR Administrator Anchor/Reporter</td>
</tr>
<tr>
<td>5/24/2023</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>Emma Bowen Foundation Intern Program in which students work for partner companies during summers until they graduate from college. Students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. Corporations have an opportunity to train/mentor students with the option of fulltime employment upon completion of college. One student, from Howard University, participated this year with time spent in the newsroom assisting our journalists in their daily duties including writing, posting to digital and projects as assigned by managers.</td>
<td>2</td>
<td>News Director Asst News Director</td>
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<td>6/1/2023</td>
<td>Establishment of training programs for station personnel</td>
<td>The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 10-week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.</td>
<td>2</td>
<td>National Sales Manager, News Executive Producer</td>
</tr>
<tr>
<td>9/11/2023</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>WTAE-TV recruited college students for a twelve (12) week paid internship program which provides a hands-on professional learning experience with an emphasis on TV News producing. The WTAE-TV Internship Program is administered through in-person training and shadowing of news producers, group meetings and video conference calls. Interns are introduced to every aspect of news operation. Five (5) students participated in the Fall internship program from September to December 2023.</td>
<td>2</td>
<td>News Director, Asst News Director</td>
</tr>
<tr>
<td>9/11/2023</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>The Marty Faubell Broadcast Technology Fellowship focuses on exposing and actively engaging in all aspects of television production, with specific focus on Engineering, IT, and the role within a live broadcast facility. The Fellow is familiarized with the station inter-departments and how each department and their teams work together to achieve station and broadcast goals. One student from the University of Pittsburgh participated from September to November 2023.</td>
<td>2</td>
<td>Chief Engineer, Asst Chief Engineer</td>
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<td>10/12/2023</td>
<td>Participation in Job Fairs</td>
<td>Penn State Smeal College of Business hosted this job fair. Employers were invited to speak with students who are learning how to build ethical leadership skills. The students met and networked with recruiters at this event and allowed them the chance to learn more about the various broadcast companies and industries.</td>
<td>1</td>
<td>Local Sales Manager</td>
</tr>
<tr>
<td>10/19/2023</td>
<td>Establishment of training programs for station personnel</td>
<td>Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company. One employee completed the Guiding your Career Forward course.</td>
<td>1</td>
<td>Business Manager</td>
</tr>
<tr>
<td>11/6/2023</td>
<td>Establishment of training programs for station personnel</td>
<td>The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account executive role. A full-time Sales Account Associate was hired on 11/06/23 and trained through the program.</td>
<td>2</td>
<td>General Sales Manager, Local Sales Manager</td>
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<td>1/8/2024</td>
<td><strong>Establishment of an intern program designed to assist members of the community</strong></td>
<td>WTAE-TV recruited college students for a twelve (12) week paid internship program which provides a hands-on professional learning experience with an emphasis on TV News producing. The WTAE-TV Internship Program is administered through in-person training and shadowing of news producers, group meetings and video conference calls. Interns are introduced to every aspect of news operation. Two (2) students participated in the Spring internship program from January to April 2024.</td>
<td>2</td>
<td>News Director</td>
</tr>
<tr>
<td>1/25/2024</td>
<td><strong>Participation in Job Fairs</strong></td>
<td>Penn State College of Communications hosted internship interviews on January 25 and January 26, 2024. WTAE-TV was invited to participate and interview students. Various workshops from Reporting, Meteorology and How to Get a Job in the TV News Industry were presented.</td>
<td>1</td>
<td>News Producer</td>
</tr>
<tr>
<td>1/31/2024</td>
<td><strong>Participation in events sponsored by organizations representing the community</strong></td>
<td>WTAE-TV hosted a tour, speaker sessions about the broadcasting industry and a studio and control room experience for a group of 20 high school students from Penn Trafford High School.</td>
<td>3</td>
<td>News Executive Producer</td>
</tr>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>News Producer</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Asst News Director</td>
</tr>
<tr>
<td>3/6/2024</td>
<td><strong>Participation in Job Fairs</strong></td>
<td>The Western PA Career Services Assoc. hosted this job fair. WestPACS is an independent, non-profit consortium of career services professionals representing the member community colleges, colleges and universities of Western PA. WTAE-TV personnel attended the event and hosted a booth.</td>
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<td>Payroll/HR Administrator</td>
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<td>17</td>
<td>3/15/2024 Participation in events sponsored by organizations representing the community</td>
<td>WTAE-TV hosted thirty (30) students and two (2) teachers from Connellsville Area High School. Staff led students in a detailed 90-minute discussion about the ins and outs of making television newscasts, including showing and reviewing clips from newscasts, discussing the various roles in a newsroom and journalistic ethics. Following that discussion, the group shared time in the control room and studio during the first 30 minutes of the noon newscast and then visited the newsroom.</td>
<td>2</td>
<td>News Executive Producer News Producer</td>
</tr>
<tr>
<td>18</td>
<td>3/26/2024 Participation in Job Fairs</td>
<td>Point Park University hosted this job fair. The fair offered opportunities for employers to recruit and network with SAEM (Sports, Arts, Entertainment Management) students that fit well with current and future internships and job openings.</td>
<td>1</td>
<td>Payroll/HR Administrator</td>
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