

EEO PUBLIC FILE REPORT

FOR

WGAL-TV

This EEO Public File Report
Covers the One-Year Period
Ending on 3/31/2020

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 3/31/2020 (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
Maintenance Technician Open Date: 12/11/2018 Hire Date: 5/20/2019	1-4, 6-8, 10-11, 13-25, 27-28, 30-48	17
Master Control Operator Open Date: 1/28/2019 Hire Date: 6/9/2019	1-4, 6-11, 13-16, 18-25, 27-28, 30-48	9
Sales Account Associate-Entry Level Open Date: 2/22/2019 Hire Date: 7/1/2019	1-4, 6-8, 10-11, 13-28, 30-48	17
Sales Account Associate-Entry Level Open Date: 2/22/2019 Hire Date: 6/3/2019	1-4, 6-8, 10-11, 13-28, 30-48	26
Director of Engineering Open Date: 5/21/2019 Hire Date: 8/18/2019	1-4, 6-11, 13-16, 18-25, 27-28, 30-48	9
Operations Technician / Director Open Date: 5/24/2019 Hire Date: 9/23/2019	1-4, 6-11, 13-25, 27-28, 30-48	6
Operations Technician / Director Open Date: 5/24/2019 Hire Date: 7/21/2019	1-4, 6-11, 13-25, 27-28, 30-48	9
Photographer Open Date: 7/8/2019 Hire Date: 11/11/2019	1-4, 6-8, 10-28, 30-37, 39-48	6
Creative Services Director Open Date: 8/7/2019 Hire Date: 9/23/2019	1, 3-4, 6-11, 13-25, 27-28, 30-48	9
Producer Open Date: 10/7/2019 Hire Date: 2/10/2020	1-4, 6-8, 10-11, 13-16, 18-25, 27-28, 30-37, 39-48	6
Associate Producer Open Date: 11/9/2019 Hire Date: 12/23/2019	1-4, 6-8, 10-11, 13-25, 27-29, 31-46, 48	6
Meteorologist Open Date: 12/11/2019 Hire Date: 3/23/2020	1-8, 10-16, 18-23, 25, 27-28, 30-32, 34-48	6
Account Executive Open Date: 1/10/2020 Hire Date: 3/9/2020	1-4, 6-11, 13-16, 18-25, 27-28, 30-48	9

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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@batetech.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	Broadcasting & Cable 11 West 42nd Street New York, New York 10036 Phone : 800-554-5729 Career Services Manual Posting	N	1
6	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	20

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7	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
8	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
9	Current Employee	N	7
10	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
11	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
12	Employee Referral	N	2
13	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0

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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
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

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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
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

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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
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.mediabistro.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 Shilstone Prong 2 Start Date: 6/12/2000	Y	0

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29	MediaMatch.com 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : 323-284-5589 Url : http://www.media-match.com/usa/ Career Services Manual Posting	N	0
30	Messiah College One College Avenue Grantham, Pennsylvania 17027 Phone : 717-766-2511 Email : Earke@messiah.edu Ed Arke	N	0
31	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
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

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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
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 : 412.809.5214 Janice Welch Manual Posting Prong 2 Start Date: 6/27/2011	Y	0
40	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-677-7077 Robert Walker Manual Posting	N	0

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41	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
42	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
43	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Mark Holloway Manual Posting	N	1
44	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
45	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

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46	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
47	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
48	York College of PA Career Services Center Country Club Road York, Pennsylvania 17403 Phone : 717-815-1452 Url : https://www.ycp.edu/about-us/offices-and-departments/student-success/career-development-center/ Alice Baldwin Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

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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	6/1/2019	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 2019 = 3 interns	3	Creative Services Director Chief Meteorologist Assignment Editor
2	10/3/2019	Participation in Job Fairs	Broadcast Operations Manager & General Manager's Executive Assistant attended the Millersville University Fall 2019 Job & Internship Fair at the Student Memorial Center in Millersville, PA.	2	Broadcast Operations Manager General Manager's Executive Assistant
3	10/24/2019	Participation in events sponsored by community groups	Assistant News Director and General Manager's Executive Assistant participated in the Lancaster Chamber of Commerce sponsored Mini-Expo Mentoring Program at Spooky Nook Sports in Lancaster, PA. The program supports young men and women in their junior year of high school with career awareness and career path guidance as they navigate opportunities available to them after schooling and participate in job shadow experiences.	2	Assistant News Director GM Executive Assistant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/12/2019	Provision of training to management	President & General Manager and Business Manager conducted an HTV Station Recruitment review and future goals conference call with HTV Corporate HR team. This meeting reviewed prior year data on recruiting efforts, including recruiting sources, applicant trends and outreach programs and events. Long-term station recruitment plan goals including updating current source list with diverse sources and agencies to broaden the applicant pool and help find qualified hires for open positions, and helping managers find candidates for hard-to-fill positions, was discussed.	2	President and General Manager Business Manager
5	2/18/2020	Participation in Job Fairs	Local Sales Manager and Broadcast Operations Manager attended Central Pennsylvania Employment Consortium's 33rd Annual Job and Internship Fair at the Radisson Penn Harris Hotel and Convention Center in Camp Hill, PA.	2	Local Sales Manager Broadcast Operations Manager
6	2/18/2020	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.	13	President & General Manager News Director Assistant News Director Chief Photographer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	2/21/2020	Participation in Job Fairs	Assistant News Director attended the Temple University / Klein College of Media and Communication Internship and Career Fair from 12:30pm to 3:30pm at the Howard Gittis Student Center at Temple University in Philadelphia, PA.	1	Assistant News Director
8	2/26/2020	Participation in Job Fairs	Director of Engineering and Newscast Director attended a Job Fair from 10am to 1pm, hosted by Tec Centro through the Spanish American Civic Association in Lancaster, PA.	2	Director of Engineering Newscast Director
9	3/31/2020	Establishment of training programs for station personnel	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.	18	General Sales Manager Local Sales Manager Digital Sales Manager National Sales Manager