EEO PUBLIC FILE REPORT

FOR

WTAE-TV

This EEO Public File Report
Covers the One-Year Period
Ending on 03/31/19
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 03/31/19 (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.

* * * * *
# WTAE-TV
## EEO PUBLIC FILE REPORT
### April 1, 2018 - March 31, 2019

## 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 Hiiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>1-17, 19, 22-23, 27-28, 31-47, 49-50, 52-58</td>
<td>13</td>
</tr>
<tr>
<td>Open Date: 8/15/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 7/16/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maintenance Technician</td>
<td>2-17, 19, 21-23, 27-28, 31-47, 49-59</td>
<td>13</td>
</tr>
<tr>
<td>Open Date: 2/14/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 9/24/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anchor Reporter</td>
<td>2-3, 5-17, 19, 22-23, 27-28, 31-59</td>
<td>48</td>
</tr>
<tr>
<td>Open Date: 2/14/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 6/25/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Writer Producer</td>
<td>1-3, 5-17, 19, 22-23, 27-28, 31-47, 49-59</td>
<td>8</td>
</tr>
<tr>
<td>Open Date: 2/15/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 6/13/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operations Technician</td>
<td>2-3, 5-13, 15-17, 19, 22-28, 31-47, 49-59</td>
<td>13</td>
</tr>
<tr>
<td>Open Date: 4/11/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/29/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Meteorologist</td>
<td>2-12, 15-17, 19, 22-23, 27-28, 30-59</td>
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</tr>
<tr>
<td>Open Date: 7/16/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 10/22/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales Account Associate - Entry Level</td>
<td>1-12, 15-17, 19, 22-23, 26-28, 30-47, 49-59</td>
<td>8</td>
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<tr>
<td>Open Date: 7/18/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 10/15/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Digital Producer</td>
<td>2-13, 15-17, 19, 22-23, 26-47, 49-59</td>
<td>29</td>
</tr>
<tr>
<td>Open Date: 8/8/2018</td>
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<tr>
<td>Hire Date: 10/1/2018</td>
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<tr>
<td>Open Date: 9/26/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 12/9/2018</td>
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<td></td>
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<tr>
<td>Producer</td>
<td>2-12, 15-17, 19, 22-23, 27-28, 30-47, 49-59</td>
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<tr>
<td>Open Date: 10/1/2018</td>
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<td></td>
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<tr>
<td>Hire Date: 12/3/2018</td>
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<td></td>
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<tr>
<td>Reporter</td>
<td>2-12, 15-17, 19-20, 22-23, 27-28, 30-47, 49-59</td>
<td>20</td>
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<tr>
<td>Open Date: 10/29/2018</td>
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<tr>
<td>Hire Date: 12/10/2018</td>
<td></td>
<td></td>
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</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>
| 1         | 602 Communications  
1011 Lyndhurst Falls Lane  
Knightdale, North Carolina 27545  
Phone: 919-271-4434  
Email: slizik@602communications.com  
Graeme Newell | N | 1 |
| 2         | African American Institute Of Excellence  
7209 Race Street  
Pittsburgh, Pennsylvania 15208  
Phone: 412-242-8385  
Email: saalih2000@yahoo.com  
Hatim Saalih  
Prong 2 Start Date: 2/22/2006 | Y | 0 |
| 3         | Art Institute of Pittsburgh  
420 Boulevard of The Allies  
Pittsburgh, Pennsylvania 15219  
Phone: 412-291-6531  
Email: dimelvin@aii.edu  
Dana Melvin  
Prong 2 Start Date: 11/30/2010 | Y | 0 |
| 4         | Bates College Broadcast/Production Program  
1101 S Yakima Ave  
Tacoma, Washington 98405  
Phone: 253-680-7761  
Email: robyson@bates.ctc.edu  
Roland Robinson | N | 0 |
| 5         | 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 |
## 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>
| 6         | Bidwell Training Center  
1615 Metropolitan Street  
Pittsburgh, Pennsylvania 15233  
Phone: 412-323-4000 ext 207  
Email: alasota@manchesterbidwell.org  
Amy LaSota  
Prong 2 Start Date: 4/1/2010 | Y                                                 | 0                                                     |
| 7         | Career Link  
425 Sixth Avenue Suite 2200  
Pittsburgh, Pennsylvania 15219  
Phone: 877-345-5025 x145  
Alan Harding  
Manual Posting  
Prong 2 Start Date: 11/30/2010 | Y                                                 | 0                                                     |
| 8         | Careers.HearstTelevision.com  
214 N. Tryon St  
Charlotte, North Carolina 28202  
Url: http://careers.hearsttelevision.com/  
Career Services  
Manual Posting | N                                                 | 29                                                    |
| 9         | 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                                                     |
| 10        | Collective Talent-Michaels Media  
1721 Richardson Place  
Tampa, Florida 33606  
Phone: 813-254-9695  
Email: bille@michaelsmedia.com  
M Bille | 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>
| 11        | 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                                                         |
| 12        | Council 3 Rivers American Indian Center  
            120 Charles Street  
            Dorseyville, Pennsylvania 15238  
            Phone: 412-782-4457  
            Email: hr@courac.org  
            Carole Seward  
            Prong 2 Start Date: 11/30/2010                                                               | Y                                                  | 0                                                         |
| 13        | Current Employee                                                                                 | N                                                  | 9                                                         |
| 14        | Department of Veterans Affairs  
            2907 Pleasant Valley Blvd  
            Altoona, Pennsylvania 16602  
            Phone: 877-626-2500 x4191  
            Email: jennifer.sklodowski@va.gov  
            Jennifer Sklodowski                                                                        | N                                                  | 0                                                         |
| 15        | Duquesne University  
            600 Forbes Avenue  
            Pittsburgh, Pennsylvania 15282  
            Phone: 412-396-6644  
            N Feldhues  
            Manual Posting                                                                             | N                                                  | 0                                                         |
| 16        | Eastside Neighborhood Employment Center  
            5321 Penn Avenue  
            Pittsburgh, Pennsylvania 15224  
            Phone: 412-362-8580  
            Email: reginalturner@yahoo.com  
            Fax: 1-412-441-6918  
            B Woodward  
            Prong 2 Start Date: 11/30/2010                                                               | Y                                                  | 0                                                         |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<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>17</td>
<td>Emma Bowen Foundation for Minority Interests in Media 524 West 57th Street New York, New York 10019 Phone: 212-975-2545 Email: <a href="mailto:Sandra.Rice@nbculi.com">Sandra.Rice@nbculi.com</a> Sandra Rice</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>18</td>
<td>Employee Referral</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>19</td>
<td>EqualityMagazines.com 13351 Riverside Dr. Sherman Oaks, California 91423 Phone: 818.654.0870 Jeff Palmatier Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>20</td>
<td>Former Employee</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>21</td>
<td>Former Employee Referral</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>22</td>
<td>Higher Call World Outreach Church 1321 Mifflin Street P.O. Box 310 Homestead, Pennsylvania 15120 Phone: 412-464-0241 Email: <a href="mailto:highercallwoc@aol.com">highercallwoc@aol.com</a> Florence Johnson</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>23</td>
<td>Hill House Association 1835 Centre Avenue Pittsburgh, Pennsylvania 15219 Phone: 412-392-6436 Email: <a href="mailto:cellington@hillhouse.org">cellington@hillhouse.org</a> Fax: 1-412-392-4462 Carmen Ellington</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>24</td>
<td>IATSE PO Box 352 Pittsburgh, Pennsylvania 15230 Phone: 412-281-4568 Email: <a href="mailto:IATSE3@gmail.com">IATSE3@gmail.com</a> Fax: 1-412-281-4571 Robert Brown</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
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</tr>
</thead>
</table>
| 25        | IBEW Local 5  
5 Hot Metal Street Suite 400  
Pittsburgh, Pennsylvania 15203  
Phone : 724-285-3855  
Email : scibew385@aol.com  
Patty Lusnak            | N                                             | 0                                                    |
| 26        | Indeed.com  
177 Broad Street 6th Floor  
Stamford, Connecticut 06901  
Phone : 800-462-5842  
Career Services  
Manual Posting | N                                             | 10                                                   |
| 27        | Indiana University of Pennsylvania  
302 Pratt Hall  
Indiana, Pennsylvania 15705  
Phone : 724-357-2234  
Email : employer-recruitment@iup.edu  
Maggie Babco            | Y                                             | 0                                                    |
|           | Prong 2 Start Date: 11/30/2010                                                   |                                                  |                                                        |
| 28        | Liberal Arts Recruiting Consortium of Western PA  
300 Fraser Purchase Road  
Latrobe, Pennsylvania 15650  
Phone : (724) 805-2070  
Career Services  
Manual Posting | N                                             | 0                                                    |
| 29        | LinkedIn.com  
3355 Lenox Road, Suite 750  
Atlanta, Georgia 30326  
Career Services  
Manual Posting | N                                             | 2                                                    |
| 30        | MediaBistro  
825 Eighth Avenue, 29th Floor  
New York, New York 10019  
Phone : (800) 205-7792  
Career Services  
Manual Posting | N                                             | 0                                                    |
| 31        | Medialine  
Box 51909  
Pacific Grove, California 93950  
Phone : 800-237-8073  
Email : medialine@medialine.com  
M Shilstone           | N                                             | 1                                                    |
## 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>
| 32        | Mon Valley Initiative  
            303/305 East 8th Avenue  
            Homestead, Pennsylvania 15120  
            Phone: 412-464-4000  
            Fax: 1-412-464-1750  
            Jefferson Brooks  
            Prong 2 Start Date: 3/17/2010 | Y                                                 | 0                                                      |
| 33        | NAHJ  
            1050 Connecticut Ave NW 10th Flr  
            Washington, District of Columbia 20036  
            Phone: 202.662.7145  
            Career Services  
            Manual Posting | N                                                 | 0                                                      |
| 34        | New Birth Ministries  
            520 Liberty Street #602  
            California, Pennsylvania 15419  
            Phone: 724-797-4283  
            URL: http://www.groups.yahoo.com/group/newbirthministri  
            Email: revessie@me.com  
            Rev Esther Scott  
            Prong 2 Start Date: 6/3/2014 | Y                                                 | 0                                                      |
| 35        | PA Career Link of Westmoreland County  
            151 Pavilion Lane  
            Youngwood, Pennsylvania 15697  
            Phone: 724-755-2330 ext 101  
            Email: c-jalbrigh@state.pa.us  
            J Albright  
            Prong 2 Start Date: 11/7/2007 | Y                                                 | 0                                                      |
| 36        | PA CareerLink Pittsburgh/Allegheny County  
            304 Wood Street  
            Pittsburgh, Pennsylvania 15222  
            Phone: 412-697-6679  
            Paul Broman  
            Manual Posting  
            Prong 2 Start Date: 11/30/2010 | 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>
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</thead>
</table>
| 37        | 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 |
| 38        | Penn State-Beaver Campus  
100 University Drive  
Monaca, Pennsylvania 15061  
Phone: 724-773-3561  
Email: saw163@psu.edu  
Stephanie DeMarco | Y | 0 |
| 39        | Pennsylvania Association of Broadcasters  
8501 Paxton Street  
Hummelstown, Pennsylvania 17036  
Phone: 717-482-4820  
Richard Wyckoff  
Manual Posting | Y | 0 |
| 40        | 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 | Y | 0 |
| 41        | Pittsburgh NAACP  
2303 Wylie Avenue  
Pittsburgh, Pennsylvania 15219  
Phone: 412-471-1024  
Email: tcarlisle@naacp-pittsburgh.org  
Fax: 1-412-471-1313  
Twanda Carlisle | Y | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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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>
| 42        | 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                                                      |
| 43        | POINT PARK UNIVERSITY  
            201 Wood Street  
            Pittsburgh, Pennsylvania 15222  
            Phone: 412-392-3978  
            Url: www.pointpark.edu  
            Angela Scaramucci  
            Manual Posting | N                                                 | 0                                                      |
| 44        | RecruitMilitary  
            422 West Loveland Ave  
            Loveland, Ohio 45140  
            Phone: 5136835020  
            Robert Walker  
            Manual Posting | N                                                 | 0                                                      |
| 45        | 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                                                      |
| 46        | 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                                                      |
## 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        | St. Vincent College  
            300 Fraser Purchase Road  
            Latrobe, Pennsylvania 15650  
            Phone : 724-537-4570  
            Email : courtney.baum@email.stvincent.edu  
            Courtney Baum  
            Prong 2 Start Date: 11/30/2010 | Y                                                  | 0                                                       |
| 48        | The NWT Group  
            2110 Elmwood  
            Bryan, Texas 77802  
            Phone : 817-987-3600  
            Carolyn Kane  
            Manual Posting | N                                                  | 2                                                       |
| 49        | TV JOBS  
            P.O. Box 4116  
            Oceanside, California 92052  
            Phone : 800-374-0119  
            Url : http://www.tvjobs.com/cgi-bin/jobs2/employers/post  
            M Holloway  
            Manual Posting | N                                                  | 0                                                       |
| 50        | TVB  
            120 Wall Street, 15th Floor  
            New York, New York 10005  
            Phone : 212-935-5631  
            Career Services  
            Manual Posting | N                                                  | 0                                                       |
| 51        | 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                                                       |
| 52        | University of Pittsburgh  
            4200 Fifth Avenue  
            Pittsburgh, Pennsylvania 15260  
            Phone : 412-624-4141  
            Career Services  
            Manual Posting | N                                                  | 0                                                       |
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<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>53</td>
<td>Urban League of Pittsburgh</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>610 Wood Street</td>
<td></td>
<td></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 Start Date: 11/30/2010</td>
<td></td>
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</tr>
<tr>
<td>54</td>
<td>Waynesburg College</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>51 West College Street</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Waynesburg, Pennsylvania 15370</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Phone: 724-852-3399</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:mcoffman@waynesburg.edu">mcoffman@waynesburg.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Marie Coffman</td>
<td></td>
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<tr>
<td></td>
<td>Prong 2 Start Date: 2/22/2006</td>
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<tr>
<td>55</td>
<td>Westminster College</td>
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</tr>
<tr>
<td></td>
<td>319 S. Market Street</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>New Wilmington, Pennsylvania 16172</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 724-946-7339</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Jennifer Hough</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
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<td></td>
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<tr>
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<td>Prong 2 Start Date: 11/30/2010</td>
<td></td>
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<tr>
<td>56</td>
<td>Westmoreland County Community College</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>400 Armbrust Road</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Youngwood, Pennsylvania 15697</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 724-925-4058</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Cheryl Noel</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manual Posting</td>
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<td></td>
<td>Prong 2 Start Date: 2/12/2004</td>
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<tr>
<td>57</td>
<td>Wilberforce University</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>P.O. Box 1001</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Wilberforce, Ohio 45384</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 937-708-5252</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:hwilliams@wilberforce.edu">hwilliams@wilberforce.edu</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hila Williams</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prong 2 Start Date: 2/22/2006</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>58</td>
<td>Women in Communications&lt;br&gt;c/o Post-Gazette 34 Boulevard of The Allies&lt;br&gt;Pittsburgh, Pennsylvania 15222&lt;br&gt;Phone: 412-263-2588&lt;br&gt;Email: <a href="mailto:kcarlin@post-gazette.com">kcarlin@post-gazette.com</a>&lt;br&gt;K Carlin&lt;br&gt;Prong 2 Start Date: 11/30/2010</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>59</td>
<td><a href="http://www.mediagignow.com">www.mediagignow.com</a>&lt;br&gt;717 Green Valley Road Suite 200&lt;br&gt;Greensboro, North Carolina 27408&lt;br&gt;Phone: 336-553-0620&lt;br&gt;Url: <a href="http://www.mediagignow.com">http://www.mediagignow.com</a>&lt;br&gt;Email: <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a>&lt;br&gt;MediaGigNow.com</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 57
### 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>4/11/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>A station tour was given to 10 special needs students and 3 advisors from Montour Middle School.</td>
<td>2</td>
<td>Broadcast Operations Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Asst Chief Engineer</td>
</tr>
<tr>
<td>4/25/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>A station tour was given to 20 adults from the Beaver County Rehabilitation Center.</td>
<td>2</td>
<td>Broadcast Operations Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Asst Creative Services Director</td>
</tr>
<tr>
<td>5/2/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>A station tour was given to 24 students and their teacher from Hempfield High School.</td>
<td>2</td>
<td>Broadcast Operations Mgr</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Client Service Specialist</td>
</tr>
<tr>
<td>5/9/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>A station tour was given to 9 students and 1 adult from Mount Pleasant High School.</td>
<td>2</td>
<td>Broadcast Operations Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Asst Chief Engineer</td>
</tr>
<tr>
<td>6/4/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>NAB Education Foundation (NABEF) partnered with WTAE-TV to host a TAP participant (Apprentice) as a technology/engineering Station intern. Participation in this program will help to provide high-tech students with an opportunity to receive hands-on training. The goal is to increase the number of technology and engineering graduates entering the field of broadcasting and contributing fresh perspectives and innovation ideas for the industry.</td>
<td>2</td>
<td>Asst Chief Engineer</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Chief Engineer</td>
</tr>
<tr>
<td>10/5/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Indiana University Pennsylvania (IUP) hosted an alumni networking event. For the event, alumni networked with students about internships, advice on resumes, interviewing and job hunting.</td>
<td>1</td>
<td>Research Director</td>
</tr>
<tr>
<td>10/10/2018</td>
<td>Participation in Job Fairs</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>
<td>1</td>
<td>Research Director</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>8</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Guest speaker for University of Pittsburgh's broadcast class about the news industry and the art of covering sports. The speaker also walked the students through the use of his camera and provided insight into the daily rigors of the news business as a camera operator/photographer.</td>
<td>1</td>
<td>News Photographer</td>
</tr>
<tr>
<td>9</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>A station tour was given to 22 students and 2 teachers from Thomas Jefferson High School broadcasting classes.</td>
<td>1</td>
<td>Broadcast Operations Manager</td>
</tr>
<tr>
<td>10</td>
<td>Provision of training to management</td>
<td>Hearst's Director of Veteran Recruiting visited WTAE-TV to provide training to hiring managers relating to US Armed Forces veterans. Topics covered were: how to evaluate the past employment and duties of armed services personnel; applicability of those skills to a broadcast 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>4</td>
<td>General Manager Chief Engineer News Director General Sales Manager</td>
</tr>
<tr>
<td>11</td>
<td>Participation in Job Fairs</td>
<td>Recruit Military Veterans Job Fair is a free hiring event for veterans. Their mission is to help organizations excel by attracting, appreciating and retaining America's best talent, its veterans. WTAE-TV personnel attended the event and hosted a booth.</td>
<td>1</td>
<td>Payroll/HR Administrator</td>
</tr>
<tr>
<td>12</td>
<td>Participation in Job Fairs</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>
<td>1</td>
<td>Research Director</td>
</tr>
</tbody>
</table>