

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.

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I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 8/15/2017 Hire Date: 7/16/2018	1-17, 19, 22-23, 27-28, 31-47, 49-50, 52-58	13
Maintenance Technician Open Date: 2/14/2018 Hire Date: 9/24/2018	2-17, 19, 21-23, 27-28, 31-47, 49-59	13
Anchor Reporter Open Date: 2/14/2018 Hire Date: 6/25/2018	2-3, 5-17, 19, 22-23, 27-28, 31-59	48
Writer Producer Open Date: 2/15/2018 Hire Date: 6/13/2018	1-3, 5-17, 19, 22-23, 27-28, 31-47, 49- 59	8
Operations Technician Open Date: 4/11/2018 Hire Date: 4/29/2018	2-3, 5-13, 15-17, 19, 22-28, 31-47, 49- 59	13
Meteorologist Open Date: 7/16/2018 Hire Date: 10/22/2018	2-12, 15-17, 19, 22-23, 27-28, 30-59	8
Sales Account Associate - Entry Level Open Date: 7/18/2018 Hire Date: 10/15/2018	1-12, 15-17, 19, 22-23, 26-28, 30-47, 49-59	8
Digital Producer Open Date: 8/8/2018 Hire Date: 10/1/2018	2-13, 15-17, 19, 22-23, 26-47, 49-59	29
Operations Technician Open Date: 9/26/2018 Hire Date: 12/9/2018	2-13, 15-19, 22-23, 25-47, 49-59	13
Producer Open Date: 10/1/2018 Hire Date: 12/3/2018	2-12, 15-17, 19, 22-23, 27-28, 30-47, 49-59	8
Reporter Open Date: 10/29/2018 Hire Date: 12/10/2018	2-12, 15-17, 19-20, 22-23, 27-28, 30- 47, 49-59	20

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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	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 Hakim 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 : dmelvin@aai.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 : rrobinson@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

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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

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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@cotraic.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

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17	Emma Bowen Foundation for Minority Interests in Media 524 West 57th Street New York, New York 10019 Phone : 212-975-2545 Email : Sandra.Rice@nbcuni.com Sandra Rice Prong 2 Start Date: 6/1/2010	Y	0
18	Employee Referral	N	1
19	EqualityMagazines.com 13351 Riverside Dr. Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
20	Former Employee	N	1
21	Former Employee Referral	N	1
22	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
23	Hill House Association 1835 Centre Avenue Pittsburgh, Pennsylvania 15219 Phone : 412-392-6436 Email : cellington@hillhouse.org Fax : 1-412-392-4462 Carmen Ellington Prong 2 Start Date: 11/30/2010	Y	0
24	IATSE PO Box 352 Pittsburgh, Pennsylvania 15230 Phone : 412-281-4568 Email : IATSE3@gmail.com Fax : 1-412-281-4571 Robert Brown	N	0

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25	IBEW Local 5 5 Hot Metal Street Suite 400 Pittsburgh, Pennsylvania 15203 Phone : 724-285-3855 Email : scbibew385@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 Prong 2 Start Date: 11/30/2010	Y	0
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

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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 : reuessie@me.com Rev Esther Scott Prong 2 Start Date: 6/3/2014	Y	0
35	PA Career Link of Westmoreland County 151 Pavillion 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

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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 Prong 2 Start Date: 11/30/2010	Y	0
39	Pennsylvania Association of Broadcasters 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Richard Wyckoff Manual Posting Prong 2 Start Date: 11/30/2010	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 Prong 2 Start Date: 11/30/2010	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 Prong 2 Start Date: 11/30/2010	Y	0

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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

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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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53	Urban League of Pittsburgh 610 Wood Street Pittsburgh, Pennsylvania 15222 Phone : 412-227-4172 Email : mkdietrich@ulpgh.org Mary Kay Filter Dietrich Prong 2 Start Date: 11/30/2010	Y	0
54	Waynesburg College 51 West College Street Waynesburg, Pennsylvania 15370 Phone : 724-852-3399 Email : mcoffman@waynesburg.edu Marie Coffman Prong 2 Start Date: 2/22/2006	Y	0
55	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
56	Westmoreland County Community College 400 Armbrust Road Youngwood, Pennsylvania 15697 Phone : 724-925-4058 Cheryl Noel Manual Posting Prong 2 Start Date: 2/12/2004	Y	0
57	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

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58	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
59	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

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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	4/11/2018	Participation in events or programs sponsored by educational institutions	A station tour was given to 10 special needs students and 3 advisors from Montour Middle School.	2	Broadcast Operations Manager Asst Chief Engineer
2	4/25/2018	Participation in events or programs sponsored by educational institutions	A station tour was given to 20 adults from the Beaver County Rehabilitation Center.	2	Broadcast Operations Manager Asst Creative Services Director
3	5/2/2018	Participation in events or programs sponsored by educational institutions	A station tour was given to 24 students and their teacher from Hempfield High School.	2	Broadcast Operations Mgr Client Service Specialist
4	5/9/2018	Participation in events or programs sponsored by educational institutions	A station tour was given to 9 students and 1 adult from Mount Pleasant High School.	2	Broadcast Operations Manager Asst Chief Engineer
5	6/4/2018	Establishment of an intern program designed to assist members of the community	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.	2	Asst Chief Engineer Chief Engineer
6	10/5/2018	Participation in events or programs sponsored by educational institutions	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.	1	Research Director
7	10/10/2018	Participation in Job Fairs	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.	1	Research Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	1/14/2019	Participation in events or programs sponsored by educational institutions	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.	1	News Photographer
9	1/23/2019	Participation in events or programs sponsored by educational institutions	A station tour was given to 22 students and 2 teachers from Thomas Jefferson High School broadcasting classes.	1	Broadcast Operations Manager
10	3/6/2019	Provision of training to management	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.	4	General Manager Chief Engineer News Director General Sales Manager
11	3/7/2019	Participation in Job Fairs	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.	1	Payroll/HR Administrator
12	3/13/2019	Participation in Job Fairs	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.	1	Research Director