

EEO PUBLIC FILE REPORT

FOR

WTAE-TV

This EEO Public File Report
Covers the One-Year Period
Ending on 03/31/23

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 03/31/23 (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 Zicarelli at pzicarelli@hearst.com

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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: 8/25/2021 Hire Date: 4/18/2022	2-8, 11-19, 21, 23-25, 27-37, 40, 42-43, 45-52	5
Account Executive Open Date: 10/15/2021 Hire Date: 5/16/2022	2, 4-6, 8-9, 11-15, 18-19, 23, 25-37, 40- 43, 45-52	9
Account Executive Open Date: 10/15/2021 Hire Date: 12/12/2022	2, 4-6, 8-9, 11-15, 18-19, 23, 25-37, 40- 43, 45-52	5
Digital Media Manager Open Date: 1/19/2022 Hire Date: 4/4/2022	1-2, 4-6, 8-9, 11-17, 19, 21, 23, 25-37, 40-41, 43, 45-52	5
Anchor Reporter Open Date: 2/2/2022 Hire Date: 6/28/2022	2-6, 8, 11-17, 19, 21, 23, 25-37, 40-41, 43, 45-52	5
Writer Producer Open Date: 2/24/2022 Hire Date: 11/7/2022	2-6, 8, 11-19, 21, 23, 25-37, 40-41, 43, 45-52	5
News Photojournalist Open Date: 3/8/2022 Hire Date: 4/25/2022	2-8, 11-19, 21, 23, 25-37, 40-41, 43, 45 -52	18
Weekend Sports Anchor Reporter Open Date: 3/8/2022 Hire Date: 7/6/2022	2-8, 11-17, 19, 21, 23, 25-37, 39-41, 43, 45-52	5
Integrated Marketing Manager Open Date: 3/29/2022 Hire Date: 6/13/2022	2-8, 11-19, 21-23, 25-37, 40-41, 43, 45- 52	22
Operator Technician Open Date: 3/29/2022 Hire Date: 6/21/2022	2-8, 11-19, 21, 23, 25-37, 40-41, 43, 45 -52	18
Digital Producer, Nightside Open Date: 5/5/2022 Hire Date: 9/12/2022	1-8, 10-23, 25-37, 40-41, 43, 45-52	5
Reporter Open Date: 5/6/2022 Hire Date: 10/24/2022	1-8, 10-17, 19, 21, 23, 25-37, 40-41, 43, 45-52	5
IT Specialist Open Date: 6/10/2022 Hire Date: 9/6/2022	1-4, 6-8, 10-19, 21, 23, 25-38, 40-41, 43, 45-52	18
Reporter Open Date: 6/22/2022 Hire Date: 9/12/2022	1-8, 10-17, 19, 21, 23, 25-37, 40-41, 43 -52	5

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer Open Date: 6/29/2022 Hire Date: 12/14/2022	1-14, 16-17, 19, 21, 23, 25-37, 40-41, 43-52	9
News Photojournalist Open Date: 7/12/2022 Hire Date: 8/16/2022	1-14, 16-17, 19, 21, 23, 25-37, 40-41, 43-52	9
Director of Community Affairs Open Date: 7/26/2022 Hire Date: 12/12/2022	1-8, 10-14, 16-19, 21-23, 25-37, 40-41, 43-52	22
News Photojournalist Open Date: 7/27/2022 Hire Date: 9/12/2022	1-14, 16-17, 19-23, 25-38, 40-41, 43-52	5
Administrative Assistant Open Date: 9/16/2022 Hire Date: 1/3/2023	1-8, 10-14, 16-19, 21-23, 25-37, 40-41, 43-52	5
News Producer Open Date: 12/8/2022 Hire Date: 1/9/2023	1-8, 10-14, 16-17, 19, 21, 23, 25-37, 40- 41, 43-52	5
Assignment Editor Open Date: 1/11/2023 Hire Date: 2/13/2023	1-8, 10-14, 16-17, 19-23, 25-37, 40-41, 43-52	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 : 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 : rrobinson@batestech.edu Roland Robinson	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	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : http://careers.hearsttelevision.com/ Career Services	N	48
6	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com M Bille	N	0
8	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
9	Current Employee	N	6
10	Department of Veterans Affairs 2907 Pleasant Valley Blvd Altoona, Pennsylvania 16602 Phone : 877-626-2500 x4191 Email : nicholas.Boyko@va.gov Jennifer Sklodowski	N	0
11	Duquesne University 600 Forbes Avenue Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 N Feldhues Manual Posting	N	0
12	Eastside Neighborhood Employment Center 113 N. Pacific Avenue Pittsburgh, Pennsylvania 15224 Phone : 412-362-8580 Email : admin@enecpittsburgh.com Fax : 1-412-441-6918 ENEC .Employment Team Prong 2 Start Date: 11/30/2010	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	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
14	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
15	Hill House Association 1835 Centre Avenue Pittsburgh, Pennsylvania 15219 Phone : 412-392-6436 Carmen Ellington Manual Posting Prong 2 Ended Date: 6/24/2022	N	0
16	IATSE PO Box 352 Pittsburgh, Pennsylvania 15230 Phone : 412-281-4568 Email : IATSE3@gmail.com Fax : 1-412-281-4571 Todd Nonn	N	0
17	IBEW Local 5 5 Hot Metal Street Suite 400 Pittsburgh, Pennsylvania 15203 Phone : 724-285-3855 Email : scbibew385@aol.com Patty Lusnak	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Indeed.com 177 Broad Street 6th Floor Stamford , Connecticut 06901 Phone : 800-462-5842 Career Services Manual Posting	N	12
19	Indiana University of Pennsylvania 302 Pratt Hall Indiana, Pennsylvania 15705 Phone : 724-357-2235 Email : K.E.Thompson3@iup.edu Kelsey Thompson Prong 2 Start Date: 11/30/2010	Y	0
20	Journalism Jobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 For Applicants Manual Posting	N	3
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	11
23	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Medialine Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com M Shilstone	N	0
25	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
26	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Dainne Siekmann Manual Posting	N	0
27	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
28	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	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
30	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	1
31	Pennsylvania Career Link 914 Penn Avenue 6th Floor Pittsburgh, Pennsylvania 15222 Phone : 412-697-6667 Url : https://www.pacareerlink.pa.gov/jponline/Employer/Dashbord?_aMmmCgiAOU_HF6f3y5M2aN2VL112Og8jhS0CKQm Email : ellen.ashi@careerlinkpittsburgh.org Ellen Ashi Prong 2 Start Date: 11/30/2010	Y	0
32	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	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
34	Point Park University 201 Wood Street Pittsburgh, Pennsylvania 15222 Phone : 412-392-3978 Url : www.pointpark.edu Angela Scaramucci Manual Posting	N	0
35	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
36	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
37	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
38	Showbizjobs.com Los Angeles, California Url : https://www.showbizjobs.com/ Career Services	N	2

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39	Sportscasters Talent Agency of America 1040 E Innes Street Salisbury, North Carolina 28144 Url : https://staatalent.com/ Email : jon@staatalent.com Jon Chelesnik	N	1
40	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
41	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
42	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0
43	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
44	University of Michigan 515 E Jefferson St Ann Arbor, Michigan Career Services Manual Posting	N	0

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45	University of Pittsburgh 4200 Fifth Avenue Pittsburgh, Pennsylvania 15260 Phone : 412-624-4141 Career Services Manual Posting	N	0
46	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
47	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
48	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
49	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

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50	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
51	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
52	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			84

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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	6/15/2022	Establishment of an intern program designed to assist members of the community	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.	2	News Director Asst News Director
2	7/12/2022	Participation in events sponsored by organizations representing the community	WTAE-TV hosted a tour, speaker sessions and a studio experience for a group of 20 high school and college students. This group participated in a week long Radio/TV Broadcast Summer Camp at Point Park University in conjunction with the Pennsylvania Association of Broadcasters.	4	President & General Mgr News Director Chief Engineer Creative Services Director
3	9/21/2022	Participation in events or programs sponsored by educational institutions	Virtual guest speaker for a Marketing class at Point Park University. The speaker offered to show students where and how to obtain research information.	1	Research Director
4	10/12/2022	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	Business Analyst
5	2/17/2023	Participation in Job Fairs	Temple Fox School of Business/College of Science & Tech hosted a virtual career fair. This fair was attended by undergraduate, graduate and MBA Fox School of Business students and undergraduates.	1	President & General Mgr