

**WTAE-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2024 - March 31, 2025**

**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
TV Promotion Writer/Producer Open Date: 5/16/2023 Hire Date: 7/17/2024	1-4, 6-11, 14-18, 20-21, 23-48	8
Media Sales Account Executive Open Date: 10/5/2023 Hire Date: 4/8/2024	1-2, 4, 6-11, 14-15, 17-18, 21, 23-26, 28-48	8
Digital Content Manager Open Date: 1/12/2024 Hire Date: 4/22/2024	1-11, 14-15, 17-18, 21, 23-26, 28-48	8
News Reporter Open Date: 1/19/2024 Hire Date: 6/1/2024	1-11, 14-18, 21, 23-26, 28-48	8
News Producer Open Date: 1/22/2024 Hire Date: 6/3/2024	2, 4-11, 14-18, 21, 23-26, 28-48	8
Digital Sales Manager Open Date: 2/9/2024 Hire Date: 4/1/2024	1-7, 9-11, 14-18, 21-26, 28-48	22
Maintenance Technician Open Date: 2/9/2024 Hire Date: 8/19/2024	1-7, 9-11, 14-18, 21-26, 28-48	22
Media Sales Account Executive Open Date: 4/25/2024 Hire Date: 9/3/2024	1-7, 9-11, 14-15, 17-19, 21, 23-26, 28- 41, 43-48	5
Weekend Sports Anchor/Reporter Open Date: 4/25/2024 Hire Date: 7/15/2024	1-11, 14-15, 17-18, 21, 23-26, 28-41, 43-48	8
News Photojournalist Open Date: 5/28/2024 Hire Date: 9/3/2024	1-7, 9-11, 14-18, 21, 23-26, 28-41, 43- 48	5
Broadcast Maintenance Technician Open Date: 6/6/2024 Hire Date: 9/23/2024	1-7, 9-11, 14-15, 17-19, 21, 23-26, 28- 41, 43-48	5
TV Promotion Writer Producer Open Date: 6/25/2024 Hire Date: 9/16/2024	1-11, 14-15, 17-19, 21, 23-26, 28-41, 43-48	8
Weekend News Anchor Reporter Open Date: 7/23/2024 Hire Date: 10/1/2024	1-11, 14-15, 17-18, 21, 23-26, 28-41, 43-48	8
News Producer Open Date: 8/5/2024 Hire Date: 10/7/2024	1-4, 6-7, 9-11, 14-15, 17-19, 21-26, 28- 41, 43-48	22

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Digital Content Producer Open Date: 8/5/2024 Hire Date: 9/16/2024	1-7, 9-11, 13-15, 17-18, 21-26, 28-41, 43-48	13
Media Sales Account Executive Open Date: 8/15/2024 Hire Date: 9/30/2024	2-7, 9-11, 14-15, 17-18, 21-26, 28-41, 43-48	5
News Producer Open Date: 8/21/2024 Hire Date: 1/21/2025	1-7, 9-11, 14-15, 17-18, 21-26, 28-41, 43-48	5
News Reporter Open Date: 8/21/2024 Hire Date: 10/21/2024	1-7, 9-11, 14-15, 17-18, 21-26, 28-41, 43-48	5
Operations Technician Open Date: 10/4/2024 Hire Date: 12/16/2024	1-12, 14-15, 17-19, 21-26, 28-31, 33- 41, 43-48	22
Local News Executive Producer Open Date: 10/18/2024 Hire Date: 1/1/2025	1-11, 14-15, 17-18, 21, 23-26, 28-31, 33-41, 43-48	8
News Assignment Editor Open Date: 10/18/2024 Hire Date: 1/12/2025	1-4, 6-11, 14-15, 17-18, 21-26, 28-31, 33-41, 43-48	8
Media Sales Account Executive Open Date: 10/23/2024 Hire Date: 3/31/2025	1-7, 9-11, 14-15, 17-18, 21-26, 28-41, 43-48	5
News Photojournalist Open Date: 10/30/2024 Hire Date: 1/19/2025	1-11, 14-15, 17-18, 21, 23-26, 28-41, 43-48	5
News Producer Open Date: 12/10/2024 Hire Date: 3/3/2025	1-7, 9-11, 14-15, 17-18, 21-26, 28-31, 33-41, 43-48	5
Reporter Open Date: 1/7/2025 Hire Date: 2/3/2025	1-7, 9-11, 14-15, 17-18, 21-26, 28-41, 43-48	5

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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	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	Y	0
5	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : <a href="http://careers.hearsttelevision.com/">http://careers.hearsttelevision.com/</a> Career Services	N	44
6	Carlow University 3333 Fifth Avenue Pittsburgh, Pennsylvania 15213 Phone : 412-578-6067 Erin Bridgen Manual Posting	Y	0
7	Community College of Allegheny County 808 Ridge Avenue Pittsburgh, Pennsylvania 15212 Phone : 412-237-2545 R. Kmetz Manual Posting	Y	0

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8	Current Employee	N	17
9	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
10	Duquesne University 600 Forbes Avenue Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 N Feldhues Manual Posting	N	0
11	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	Y	0
12	Former Employee	N	1
13	Former Intern	N	1
14	Garfield Jubilee 5323 Penn Ave Pittsburgh, Pennsylvania 15206 Phone : 412-665-5205 Url : <a href="http://www.garfieldjubilee.org/">http://www.garfieldjubilee.org/</a> Email : info@garfieldjubilee.org Fax : 1-412-665-5205 Joann Monroe	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	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
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 Nomm	N	0
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	6
20	Indiana University of Pennsylvania 302 Pratt Hall Indiana, Pennsylvania 15705 Phone : 724-357-2235 Email : wjzimmer@iup.edu Dr. Bill Zimmerman	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	19

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
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	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 : c-jalbrigh@state.pa.us J Albright	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	Y	0

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29	Pennsylvania Association of Broadcasters 208 North 3rd St Suite 105 Harrisburg, Pennsylvania 17101 Phone : 717-482-4820 Email : gponti@pab.org Gail Ponti	Y	0
30	Pennsylvania Career Link 914 Penn Avenue 6th Floor Pittsburgh, Pennsylvania 15222 Phone : 412-697-6667 Url : <a href="https://www.pacareerlink.pa.gov">https://www.pacareerlink.pa.gov</a> Ellen Ashi Manual Posting	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	Y	0
32	Pittsburgh/Penn Technical Institute 1111 McKee Road Oakdale, Pennsylvania 15071 Phone : 412-809-5150 Career Services Manual Posting  Prong 2 Ended Date: 7/31/2024	N	0
33	Point Park University 201 Wood Street Pittsburgh , Pennsylvania 15222 Phone : 412-392-3978 Url : <a href="http://www.pointpark.edu">www.pointpark.edu</a> Angela Scaramucci Manual Posting	N	0
34	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker 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
35	Renewal, Inc. 312 Boulevard of the Allies Pittsburgh, Pennsylvania 15222 Phone : 412-697-1606 Email : info@renewalinc.com Charles Sullivan	Y	0
36	Robert Morris University 881 Narrows Run Road Coraopolis, Pennsylvania 15108 Phone : 412-299-2482 Sheila Broman Manual Posting	Y	0
37	St. Vincent College 300 Fraser Purchase Road Latrobe, Pennsylvania 15650 Phone : 724-805-2083 Email : kimberly.woodley@stvincent.edu Kimberly Woodley	Y	0
38	TV JOBS P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com/cgi-bin/jobs2/employers/post">http://www.tvjobs.com/cgi-bin/jobs2/employers/post</a> M Holloway Manual Posting	N	0
39	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting	Y	0
40	University of Michigan 515 E Jefferson St Ann Arbor, Michigan Career Services Manual Posting	N	0

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41	University of Pittsburgh 4200 Fifth Avenue Pittsburgh , Pennsylvania 15260 Phone : 412-624-4141 Career Services Manual Posting	N	0
42	Urban League of Pittsburgh 610 Wood Street Pittsburgh, Pennsylvania 15222 Phone : 412-227-4172 Email : mkdietrich@ulpgh.org Mary Kay Filter Dietrich	N	0
43	Waynesburg College 51 West College Street Waynesburg, Pennsylvania 15370 Phone : 724-852-7790 Email : sbell@waynesburg.edu Sarah Bell	Y	0
44	Westminster College 319 S. Market Street New Wilmington, Pennsylvania 16172 Phone : 724-946-7339 Jennifer Hough Manual Posting	Y	0
45	Westmoreland County Community College 400 Armbrust Road Youngwood, Pennsylvania 15697 Phone : 724-925-4058 Email : gouldners@westmoreland.edu Career Services	Y	0
46	Wilberforce University P.O. Box 1001 Wilberforce, Ohio 45384 Phone : 937-708-5252 Email : hwilliams@wilberforce.edu Hila Williams	Y	0
47	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	Y	0

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48	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>88</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	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 participants complete this program, they earn the Change Agent certification.	3	Executive Producer Executive Assistant Maintenance Technician
2	4/4/2024	Participation in events or programs sponsored by educational institutions	Guest speaker for a University of Pittsburgh Human Interest Stories for Broadcasting class. This informal setting of twelve (12) students will give them an opportunity to ask questions about career paths, the process of starting with a story idea and seeing it through to a finished feature.	1	News Reporter
3	4/7/2024	Establishment of training programs for station personnel	From April 7, 2024 to April 13, 2024, 1 employee from WTAE News Department was a student in the 20th Annual Producer Academy's "Master Class."	1	Executive Producer

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
4	5/20/2024	Establishment of an intern program designed to assist members of the community	Summer 2024, WTAE welcomed three Emma Bowen Foundation Fellows to join their news department for 8 weeks. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding). For Hearst Television, the focus track was content of media.	3	News Director Asst. News Director Managing Editor
5	7/1/2024	Establishment of an intern program designed to assist members of the community	Summer 2024, WTAE welcomed a Marty Faubell Fellow to join our Engineering Department for 8 weeks. As an HTV Marty Faubell Fellow, the Fellow learned how a television station operates and contributed to the operation. This individual specialized in IT and how it relates to the television industry.	2	Chief Engineer Asst. Engineer
6	7/8/2024	Establishment of training programs for station personnel	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. WTAE's General Manager and President completed several modules during July.	1	GM & President

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7	9/4/2024	Establishment of training programs for station personnel	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. A WTAE Account Executive completed several modules this year.	1	Account Executive
8	12/6/2024	Participation in events or programs sponsored by educational institutions	This career day is a day when people from various professions come and present to the high school and middle school students exposing them to a variety of industries intending to help educate the students about career options. Grades 6-12 were in attendance at Imani Christian Academy.	1	Reporter
9	12/11/2024	Participation in events or programs sponsored by educational institutions	This event is a weather assembly held at Highland Elementary School with a meteorologist explaining the role of a meteorologist, showing the radar, etc. Approximately 200 people attended.	1	Meteorologist
10	2/11/2025	Participation in events sponsored by organizations representing the community	This event, Special Olympics Winter Games, kicks off a 3 day event featuring 300+ athletes. Several hundred people attended the event at Seven Springs Mountain Resort.	1	Anchor
11	2/17/2025	Participation in events or programs sponsored by educational institutions	This event, Introduce a Girl to STEAM, has a focus on inspiring girls in 4th through 8th grade explore Science, Technology, Engineering, Art and Mathematics careers. 20-30 girls were in attendance at the Columbia Gas Operations Center.	1	Meteorologist
12	2/19/2025	Participation in events or programs sponsored by educational institutions	Guest speaker for High School Students Summit for the Annual Student Black History Month Summit. This event is an educational summit and essay contest. Approximately 700 people attended the event at Soldiers and Sailors Memorial Hall.	1	Anchor

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13	2/27/2025	Participation in events sponsored by organizations representing the community	The event centered around honoring the legacy of the Tuskegee Airmen with a panel discussion regarding career opportunities in aviation. Attendance was approximately 75 people with the event being held at Sherwood Event Center.	1	Reporter
14	2/28/2025	Participation in events or programs sponsored by educational institutions	Guest speaker for Ben Franklin Elementary School for a reading class. The informal setting consisted of speaking to students in 2 classrooms with 25 kids in each classroom, The event, Reading with the Stars, encourages reading amongst students	1	Meteorologist
15	3/3/2025	Participation in events or programs sponsored by educational institutions	Guest speaker for Dr. Seuss's Birthday and Read Across America. This event promotes fluent reading for grades K-2 and 3-5. The informal event takes place at Stanwood Elementary School.	1	Anchor