

WHP-TV
Annual EEO Public File Report Form

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WHP-TV and employees who provide services to WLYH-TV and is required to be placed in the public inspection file with the most recent report posted on the station’s website.

The information contained in this report covers the time period of beginning April 1, 2011 to and including March 31, 2012.

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full time vacancies filled by the Stations comparing the Station Employment Unit during the Applicable Period:
2. For each such vacancy, the recruitment sources utilized to fill the vacation (including, if applicable organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified, identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connect in with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of full-time job positions listed on Appendix 1.

For purposed of the Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer.

**Appendix 1 to
Annual EEO Public File Report
Covering the Period from April 1, 2011 to March 31, 2012
Stations Comprising Station Employment Unit: WHP-TV**

Section 1: Vacancy Information

<u>Full-time Positions Filled By Job Title</u>	<u>Recruitment Source Notified</u>
1. Account Executive	1-26; 29-33; 39; 46-47; 49-52 Hiree Recruitment Source / 51
2. Assignment Editor	1-26; 29-33; 39; 46-47; 49, 53 Hiree Recruitment Source / 25
3. Promotions Producer	1-26; 29-33; 39; 46-47; 49-50, 53-54 Hiree Recruitment Source / 25
4. Account Executive	1-26; 29-33; 39; 46-47; 49-52 Hiree Recruitment Source / 41
5. Photojournalist	1-26; 29-33; 39; 46-47; 49-50, 53-54 Hiree Recruitment Source / 42
6. Receptionist	1-26; 29-33; 39; 46-47; 49-50, 52-54 Hiree Recruitment Source / 53
7. Production Assistant	1-26; 29-33; 39; 46-47; 49 Hiree Recruitment Source / 25
8. Account Executive	1-26; 29-33; 39; 46-47; 49-51,53 Hiree Recruitment Source / 40
9. Producer	1-26; 29-33; 39; 46-47; 49-50, 53-54 Hiree Recruitment Source / 25
10. Producer	1-26; 29-33; 39; 46-47; 49-50, 53-54 Hiree Recruitment Source / 25
11. Reporter	1-26; 29-33; 39; 46-47; 49-50, 53-54 Hiree Recruitment Source / 40

Part-time Positions Filled By Job Title

Recruitment Source of Hiree

1. Technician/Operations

**1-26; 29-33; 39; 46-47; 49, 53
Hiree Recruitment Source / 42**

2. Production Assistant

**1-26; 29-33; 39; 46-47; 49-50, 53
Hiree Recruitment Source / 25**

3. Production Assistant

**1-26; 29-33; 39; 46-47; 49-50, 53-54
Hiree Recruitment Source / 25**

4. Technician/Operations

**1-26; 29-33; 39; 46-47; 49, 53
Hiree Recruitment Source / 25**

5. Receptionist

**1-26; 29-33; 39; 46-47; 49-50, 52-53
Hiree Recruitment Source / 52**

6. Technician/Operations

**1-26; 29-33; 39; 46-47; 49, 53
Hiree Recruitment Source / 25**

7. Production Assistant

**1-26; 29-33; 39; 46-47; 49-50, 53-54
Hiree Recruitment Source / 25**

Total Number of Persons Interviewed During Applicable Period: 93

**Appendix 2 to
Annual EEO Public File Report
Covering the Period from April 1, 2011 to March 31, 2012
Stations Comprising Station Employment Unit: WHP-TV**

RECRUITMENT SOURCE LIST

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Bloomsburg University Ms. Carol Barnett Career Development Center 201 Student Service Center Bloomsburg, PA 17815 570-389-4070 ajohnson@bloomu.edu	Y	
2	Art Institute of York Pennsylvania (formerly Bradley Academy for the Visual Arts) Mr. Dave Gottschall, Dir. Career Services 1409 Williams Drive York, PA 17402 717-755-2300 Dgottschall@aii.edu	Y	
3	Broadcasting Institute of Maryland Mr. Norm Brooks 7200 Harford Road Baltimore, MD 21234 410-254-2770 or 800-942-9246 nb@bim.org	Y	
4	Bureau of Workforce Development Partnership Mr. Jim Rabenhold Labor & Industry, BWDP 7 th & Forster Streets, 12 th Floor Harrisburg, PA 17120 717-787-3354 jrabenold@state.pa.us	Y	
5	Connecticut School of Broadcasting Ms. Hope Willis One Mall Drive, Suite 203 Cherry Hill, NJ 08002 856-755-1200 CSBCherryHill@gocsb.com jobs@gocsb.com	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
6	Dickinson College Ms. Tammy Heberlig Career Center Box 1773 Carlisle, PA 17013 717-245-1069 career@dickinson.edu	Y	
7	Elizabethtown College Recruiting Coordinator One Alpha Drive Career Services Elizabethtown, PA 17022 717-361-1206 careerservices@etown.edu	Y	
8	Gettysburg College Ms. Sandy Buhrman Center for Career Development 300 North Washington Street Campus Box 425 Gettysburg, PA 17325 717-337-6662 Career@gettysburg.edu	Y	
9	ITT Technical Institute 449 Eisenhower Blvd, Suite 100 Harrisburg, PA 17111-2302 717-565-1700 NLantaz@itt-tech.edu	Y	
10	Lebanon Valley College Ms. Sharon Givler Career Services 101 North College Avenue Annville, PA 17003 717-867-6237 careerservices@lvc.edu	Y	
11	Lock Haven University Career Services Ms. Paula Zener Akeley Hall, Room 114 Lock Haven, PA 17745 570-484-2181 PZener@lhup.edu	Y	
12	Lycoming College	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
	Ms. Peggy Kimble 700 College Place Campus Box 154 Williamsport, PA 17701 570-321-4034 cdc@Lycoming.edu		
13	Messiah College Career Center Mr. Dwayne Keiffer P.O. Box 4511, One College Ave. Grantham, PA 17027 717-691-6016 dkeiffer@messiah.edu	Y	
14	Capital Region Career Link Mr. William Kauffman 349 Wiconisco Street Harrisburg, PA 17110 717-783-3015 wkauffman@state.pa.us	Y	1
15	Penn State Harrisburg Ms. Colleen Guy Career Services-W117 Olmsted 777 West Harrisburg Pike Middletown, PA 17057 717-948-6260 cmg11@psu.edu	Y	
16	Penn State University Ms. Colette Sacolick 208 Carnegie Building University Park, PA 16802 814-865-4349 CMS324@psu.edu	Y	
17	The Sheffield Institute for Recording Arts Lee Weinstock-Center Services Advisor 13816 Sunnybrook Road Phoenix, MD 21131 410-628-7260 lee@sheffieldav.com	Y	
18	Wilson College Ms. Heather Drumm Career Development 1015 Philadelphia Avenue Chambersburg, PA 17201	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
	717-260-2006 ext. 3314 career@wilson.edu		
19	York College of PA Ms. Alice Baldwin Career Services Center Country Club Road York, PA 17405 717-815-1452 abaldwin@ycp.edu	Y	
20	York Technical Institute Carole Hanna 1405 Williams Road York, PA 17402 800-277-9675 Pam.Sylo@YTI.edu	N	
21	Art Institute of Philadelphia Lisa Fairbanks 1622 Chestnut Street Philadelphia, PA 19103 215-405-6324 LisaFairbanks@aii.edu	Y	
22	Medialine Mr. Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 800-237-8073 NEWSROOM POSITIONS ONLY Medialine@medialine.com	Y	
23	TV Jobs Mr. Mark Holloway PO Box 4116 Oceanside, CA 92052 760-754-8177 jobs@tvjobs.com	Y	
24	Kaplan Career Institute B. Lewis 5650 Derry Street Harrisburg, PA 17111 717 901 5874 blewis@kaplan.edu	N	
25	WHP TV and WLYH TV Websites North Sixth Street	N	39

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
	Harrisburg, PA 17119 717 237 2100 www.whptv.com / www.cw15.com		
26	Pennsylvania Association of Broadcasting 8501 Paxton Street Hummelstown, PA 17036 Richard Wyckoff 717-482-4820 jobs@pab.org	N	
27	National Association of TV Arts & Sciences 111 West 57 th Street, Suite 600 New York, NY 10019 212-586-8424 www.emmyonline.org	N	
28	Patriot News Linda Ford 812 Market Street Harrisburg, PA 717-255-8286 lford@pnco.com	N	1
29	McCann School of Business Career Services Rep. 225 Market St., 3 rd Floor Sunbury, PA 17801 570-286-3058 Brend.Reichenbach@mccann.edu	N	
30	South Central Employment Marcia Myers 100 N. Cameron St., 1 st Fl. Harrisburg, PA 17101 717 236-7931 SHARWOOD@WIBPA.org	N	
31	Annenberg School for Communication Megan Hutaff Career Development Advisor The University of Southern California 3502 Watt Way ASC 154 Los Angeles, CA 90089-0281 213-821-1514 meganh@usc.edu	N	
32	Journalism Jobs Dan Rohn	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
	Owner 510-653-1521 dan@journalismjobs.com		
33	Dauphin County Career Link Robert Burns 2 S. 2 nd Street Harrisburg, PA 17101 717 780-6130 rburns@dauphinc.org	N	
34	Harrisburg Area Community College Career Center One HACC Drive Harrisburg, PA 17110 717 780-2522 www.collegecentral.com/hacc	N	
35	National Association of Broadcasting Karen Hunter, Career Center 1771 North Street NW Washington, DC 20036 (202) 429-5498 www.nab.org	N	
36	Ithaca College Roy H. Park School of Communications 953 Danby Rd Ithaca, NY 14850 607 274 3011 www.ica.edu	N	
37	Syracuse University S.I. Newhouse School of Public Communications 215 University Place Syracuse, NY 13244 315-443-4493 www.newhouse.syr.edu	N	
38	Medill School of Journalism Northwestern University 1845 Sheridan Road Evanston, IL 60208-2101 84-467-1882 www.medill.northwestern.edu/medill	N	
39	Shippensburg University Communications and Journalism Dept. Loretta Sobrito	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
	1871 Old Union Drive Shippensburg, PA 19257 717 477-1521 lisobr@ship.edu		
40	Employee Referral	N	3
41	Self-Referral	N	2
42	Non-Employee Referral	N	6
43	Internship	N	
44	Internal Transfer	N	
45	Networking	N	
46	Internal Posting	N	3
47	Traffic Directors Guild of America Larry Keene, CEO 2600 Avenida Areopuerto #114 San Juan Capistrand, CA 92675 949-429-7063 tdga@earthlink.net	N	
48	B-Roll.net Mt. Kevin Johnson 243 17 th Street, SE Washington, DC 2003 202-486-8842 www.b-roll.net	N	
49	American Broadcasting School 712 N. Watson Road, Ste 200 Arlington, TX76011 T: 817-695-2474 F: 817-695-2838 michelle@radioschool.com		
50	Sandy Lizik 602 Communications 4349 E. Colter Street Phoenix, AZ 85018 T. 602-954-8373 slizik@602communications.com		
51	Linkedin www.linkedin.com		4
52	Penn Live www.pennlive.com		33

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
53	Newport Television 460 Nichols Road, Suite 250 Kansas City, MO 64112 MStaneck@newportv.com		
TOTAL INTERVIEWEES			93

Annual EEO Public File Report
Covering the Period from April 1, 2011 to March 31, 2012
Employment Unit that is comprised of WHP-TV

- 1. Established Internship Program – WHP-TV gives students interested in broadcasting careers the opportunity to gain real-life experience through unpaid internships for academic credit. Station employees involved in mentoring the students included the Assignment Manager, Executive Producer, Anchors, Reporters, Creative Services Director, and the Assistant Promotions Director.**

Sponsored 7 students

a. Elizabethtown College	February 2011 – May 2011
b. Penn State University	March 2011 – May 2011
c. Millersville University	May 2011 – August 2011
d. Franklin & Marshall College	September 2011-December 2011

- 2. Listed each upper-level category opening in the following job banks of media groups whose membership includes substantial participation of women and minorities**

- a. PAB (Pennsylvania Association of Broadcasters).

- 3. Job Shadow – WHP-TV gives high school students interested in broadcasting career the opportunity to gain real-life experience through a one or two day job shadowing opportunity.**

- a. One student from Marticville Middle School, Penn Manor School District on April 1, 2011 with Tanya Foster, News Anchor in the News Department.
- b. One student from Mechanicsburg High School on October 10, 2011 with Brett Freitag, Director, Creative Services
- c. One student from with Robb Hanrahan, News Anchor
- d. One student from Middletown Area High School, on November 17, 2011 with Jason Bristol, Sports Director.

- 4. Co-sponsored and participated in event relating to career opportunities in Broadcasting:**

- a. April 27, 2011 – Rob Hershey (Chief Engineer) participated in the ITT Technical Institute Spring Career Fair.
- b. Nellie Stinson, Director of Photography and Alex Heider, Photojournalist participated in a Career Day at Milton Hershey School in April 2011.
- c. Jennie Joyce, Reporter participated in a Career day at Manheim Township Middle School on May 19, 2011.
- d. June 7, 2011 – Sherry Christian, News Anchor conducted a tour for Central Penn College.

- e. June 21, 2011 – Sherry Christian, News Anchor conducted a tour for Milton Hershey School
- f. July 6, 2011 Megan Shaffer, CW15 Local Sales Manager, conducted a tour for York Technical Institute. February 23, 2012.
- g. February 23, 2012 Megan Shaffer participated in a Job/Internship Fair at Gettysburg College.
- h. March 28, 2012 Nellie Stinson and Marian Stanislawczyk participated in a Job/Internship Fair at Shippensburg University.
- i. March 28, 2012 Scott Beaver and Stu Brenner participated in Job/Internship Fair at Harrisburg Area Community College

5. Participate in event sponsored by educational institution relating to career opportunities in broadcasting.

- a. 05-24-2011 Society of Human Resource Management - Sherry Christian, Anchor, moderated panel on Technology and Social Media in the Workplace
- b. 06-21-2011 Tour hosted by Sherry Christian, Anchor for Milton Hershey School
- c. 07-06-2011 YTI culinary Class tour hosted by Megan Shaffer
- d. 10-19-2011 Social Media in the Workplace - Sherry, Christian, Anchor moderated discussion
- e. 12-06-2011 Cub Scout tour, hosted by Kirk Clyatt, weather/reporter
- f. 12-31-2011 Job Shadow, Charles Anderson, York Co College, shadowed with Jason Bristol, Sports Director
- g. 01-26-2012 Job Shadow, Erin Patterson, Penn Manor High School, shadowed with Assignment Desk
- h. 01-30-2012 Tour hosted by Tom Russell, Crestview Elementary School
- i. 01-31-2012 Tour hosted by Tom Russell, Crestview Elementary School
- j. 03-31-2012 Career Day speaker Katalina Deaven, Elizabethtown College