

**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 the following stations: WHP-TV, WLYH-TV & WHP-DT 21.2 and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this report covers the time period of beginning **April 1, 2008** to and including **March 31, 2009**.

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, 2008 to March 31, 2009  
Stations Comprising Station Employment Unit: WHP-TV, WLYH-TV& WHP-DT 21.2**

**Section 1: Vacancy Information**

<u>Full-time Positions Filled By Job Title</u>	<u>Recruitment Source of Hiree</u>
1. Production Assistant	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15, 16,17,18,19,20,21,22,23,24,25,28,30, 31,32,33,34
2. Accounts Payable Clerk	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15, 16,17,18,19,20,21,22,23,24,25,28,30, 31,32,33,34
3. Producer	1,2,3,4,5,7,8,9,10,11,12,14,15,16,17, 18,19,20,21,22,23,24,26,27,28,29, 30,31,32,33,34,37,38,39,40,41,42,44
4. Photographer	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15, 16,17,18,19,20,21,22,23,24,25,26,30, 31,32,33,34,39,46
5. Graphic Artist	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15, 16,17,18,19,20,21,22,23,24,25,26,30, 31,32,33,34,39,46
6. Traffic/National Sales Coordinator	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15, 16,17,18,19,20,21,22,23,24,25,26,28, 30,31,32,34,39,46,47
7. Producer	1,2,3,4,5,7,8,9,10,11,12,14,15,16,17, 18,19,20,21,22,23,24,26,27,28,29, 30,31,32,33,34,37,28,39,40,41,42,44, 6,13
8. Production Assistant	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15, 16,17,18,19,20,21,22,23,24,25,26,30, 31,32,33,34,39,46

<b>9. Assignment Editor</b>	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15, 16,17,18,19,20,21,22,23,24,25,26,30, 31,32,33,34,39,46
<b>10. Producer</b>	1,2,3,4,5,7,8,9,10,11,12,14,15,16,17, 18,19,20,21,22,23,24,25,26,30,31,32, 33,34,39,46,13,6
<b>11. Reporter</b>	1,2,3,4,5,7,8,9,10,11,12,14,15,16,17, 18,19,20,21,22,23,24,25,26,27,30,31, 32,33,34,36,37,38,39,46,6,13
<b>12. General Manager</b>	
<b>13. Executive Producer</b>	1,2,3,4,5,7,8,9,10,11,12,14,15,16,17, 18,19,21,22,23,24,26,30,31,32,33,34, 39,46,37,38,39,40,41,53
<b>14. Receptionist</b>	1,2,3,4,5,6,7,8,9,10,11,12,14,15,16, 17,18,19,20,21,22,23,24,25,26,28,30, 31,32,33,34,39,46,13
<b>15. Technical Operator</b>	1,2,3,4,5,7,8,9,10,11,12,14,15,16,17, 18,19,21,22,23,24,26,30,31,32,33,34, 39,46,13,25,6
<b>16. Account Executive</b>	1,2,3,5,7,8,9,10,11,12,14,15,16,17,18 19,21,22,23,24,25,26,28,30,31,32,34, 46,6,13,20
<b>17. Photographer</b>	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15, 16,17,18,19,20,21,22,23,24,25,26,30, 31,32,33,34,39,46,48
<b>18. Production Assistant</b>	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15, 16,17,18,19,20,21,22,23,24,25,26,30, 31,32,33,34,39,46

**Total Number of Persons Interviewed During Applicable Period: 116**

## WHP CBS 21

### 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 <a href="mailto:cbarnett@bloomu.edu">cbarnett@bloomu.edu</a>	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 <a href="mailto:Dgottschall@aii.edu">Dgottschall@aii.edu</a>	Y	
3	Broadcasting Institute of Maryland Mr. Norm Brooks 7200 Harford Road Baltimore, MD 21234 410-254-2770 or 800-942-9246 <a href="mailto:nb@bim.org">nb@bim.org</a>	Y	
4	Bureau of Workforce Development Partnership Mr. Jim Rabenhold Labor & Industry, BWDP 7 <sup>th</sup> & Forster Streets, 12 <sup>th</sup> Floor Harrisburg, PA 17120 717-787-3354 <a href="mailto:jrabenold@state.pa.us">jrabenold@state.pa.us</a>	Y	
5	Connecticut School of Broadcasting Ms. Hope Willis One Mall Drive Suite 203 Cherry Hill, NJ 08002 856-755-1200 <a href="mailto:CSBCherryHill@gocsb.com">CSBCherryHill@gocsb.com</a>	Y	

6	Dickinson College Ms. Tammy Heberlig Career Center Box 1773 Carlisle, PA 17013 717-245-1069 <a href="mailto:career@dickinson.edu">career@dickinson.edu</a>	Y	
7	Elizabethtown College Recruiting Coordinator One Alpha Drive Career Services Elizabethtown, PA 17022 717-361-1206 <a href="mailto:careerservices@etown.edu">careerservices@etown.edu</a>	Y	
8	Gettysburg College Ms. Sandy Buhrman Center for Career Development 300 North Washington Street Campus Box 425 Gettysburg, PA 17325 717-337-6662 <a href="mailto:Career@gettysburg.edu">Career@gettysburg.edu</a>	Y	
9	ITT Technical Institute Ms. Karen Eergler 449 Eisenhower Blvd Suite 100 Harrisburg, PA 17111 717-565-1700 <a href="mailto:kergler@itt-tech.edu">kergler@itt-tech.edu</a>	Y	
10	Lebanon Valley College Ms. Sharon Givler Career Services 101 North College Avenue Annville, PA 17003 717-867-6237 <a href="mailto:careerservices@lvc.edu">careerservices@lvc.edu</a>	Y	
11	Lock Haven University Career Services Ms. Paula Zener Akeley Hall, Room 114 Lock Haven, PA 17745 570-484-2181 <a href="mailto:PZener@lhup.edu">PZener@lhup.edu</a>	Y	

12	<p>Lycoming College  Ms. Peggy Kimble  700 College Place  Campus Box 154  Williamsport, PA 17701  570-321-4034  <a href="mailto:cdc@Lycoming.edu">cdc@Lycoming.edu</a></p>	Y	
13	<p>Messiah College Career Center  Mr. Dwayne Keiffer  P.O. Box 4511, One College Ave.  Grantham, PA 17027  717-691-6016  dkeiffer@messiah.edu</p>	Y	
14	<p>Capital Region Career Link  Mr. Jerry Knoble  349 Wisconsin Street  Harrisburg, PA 17110  717-783-3015  <a href="mailto:jknoble@state.pa.us">jknoble@state.pa.us</a></p>	Y	
15	<p>Penn State Harrisburg  Ms. Colleen Guy  Career Services-W117 Olmsted  777 West Harrisburg Pike  Middletown, PA 17057  717-948-6260  <a href="mailto:cmg11@psu.edu">cmg11@psu.edu</a></p>	Y	
16	<p>Penn State University  Ms. Colette Sacolick  208 Carnegie Building  University Park, PA 16802  814-865-4349  <a href="mailto:CMS324@psu.edu">CMS324@psu.edu</a></p>	Y	
17	<p>The Sheffield Institute for Recording Arts  Ms. Meghann Bush-Center Services Advisor  13816 Sunnybrook Road  Phoenix, MD 21131  410-628-7260  <a href="mailto:angela@sheffieldav.com">angela@sheffieldav.com</a></p>	Y	
18	<p>Wilson College  Ms. Heather Drumm  Career Development  1015 Philadelphia Avenue  Chambersburg, PA 17201  717-260-2006 ext. 3314  <a href="mailto:career@wilson.edu">career@wilson.edu</a></p>	Y	

19	York College of PA Ms. Alice Baldwin Career Services Center Country Club Road York, PA 17405 717-815-1452 <a href="mailto:abaldwin@yep.edu">abaldwin@yep.edu</a>	Y	
20	York Technical Institute 1405 Williams Road York, PA 17402 800-277-9675 <a href="mailto:karen.mumma@yti.edu">karen.mumma@yti.edu</a>	N	
21	Art Institute of Philadelphia Mr. John Paul Lacovara 1622 Chestnut Street Philadelphia, PA 19103 215-405-6324 <a href="mailto:jlacovara@aia.edu">jlacovara@aia.edu</a>	Y	
22	Medialine Mr. Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 800-237-8073 NEWSROOM POSITIONS ONLY <a href="mailto:Medialine@medialine.com">Medialine@medialine.com</a>	Y	
23	TV Jobs Mr. Mark Holloway PO Box 4116 Oceanside, CA 92052 760-754-8177 <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>	Y	
24	Kaplan Career Institute B. Lewis 5650 Derry Street Harrisburg, PA 17111 717 901 5874 <a href="mailto:blewis@kaplan.edu">blewis@kaplan.edu</a>	N	
25	WHP TV and WLYH TV Websites North Sixth Street Harrisburg, PA 17119 717 237 2100 <a href="http://www.whptv.com">www.whptv.com</a> / <a href="http://www.cw15.com">www.cw15.com</a>	N	

26	Pennsylvania Association of Broadcasting 8501 Paxton Street Hummelstown, PA 17036 Richard Wyckoff 717-482-4820 <a href="mailto:jobs@pab.org">jobs@pab.org</a>	N	
27	National Association of TV Arts & Sciences 111 West 57 <sup>th</sup> Street, Suite 600 New York, NY 10019 212-586-8424 <a href="http://www.emmyonline.org">www.emmyonline.org</a>	N	
28	Patriot News Linda Ford 812 Market Street Harrisburg, PA 717-255-8286 <a href="mailto:lford@pnco.com">lford@pnco.com</a>	N	
29	Nancy Pilsch Monster Worldwide Customer Service Representative 978-41-8304 <a href="mailto:Nancy.pilsch@monster.com">Nancy.pilsch@monster.com</a> <a href="http://www.monster.com">www.monster.com</a>	N	
30	McCann School of Business Career Services Rep. 225 Market St., 3 <sup>rd</sup> Floor Sunbury, PA 17801 570-286-3058 <a href="mailto:csheaffer@mccanschool.edu">csheaffer@mccanschool.edu</a>	N	
31	South Central Employment Marcia Myers 100 N. Cameron St., 1 <sup>st</sup> Fl. Harrisburg, PA 17101 717 236-7931 <a href="mailto:mmyers@pasec.org">mmyers@pasec.org</a>	N	
32	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 <a href="mailto:meganh@usc.edu">meganh@usc.edu</a>	N	

33	Journalism Jobs Dan Rohn Owner 510-653-1521 <a href="mailto:dan@journalismjobs.com">dan@journalismjobs.com</a>	N	
34	Dauphin County Career Link Robert Burns 2 S. 2 <sup>nd</sup> Street Harrisburg, PA 17101 717 780-6130 <a href="mailto:rburns@dauphinc.org">rburns@dauphinc.org</a>	N	
35	Harrisburg Area Community College Career Center One HACC Drive Harrisburg, PA 17110 717 780-2522 <a href="http://www.collegecentral.com/hacc">www.collegecentral.com/hacc</a>	N	
36	National Association of Broadcasting Karen Hunter, Career Center 1771 North Street NW Washington, DC 20036 (202) 429-5498 <a href="http://www.nab.org">www.nab.org</a>	N	
37	Syracuse University S.I. Newhouse School of Public Communications 215 University Place Syracuse, NY 13244 315-443-4493 <a href="http://www.newhouse.syr.edu">www.newhouse.syr.edu</a>	N	
38	Medill School of Journalism Northwestern University 1845 Sheridan Road Evanston, IL 60208-2101 84-467-1882 <a href="http://www.medill.northwestern.edu/medill">www.medill.northwestern.edu/medill</a>	N	

39	Shippensburg University Communications and Journalism Dept. Loretta Sobrito 1871 Old Union Drive Shippensburg, PA 19257 717 477-1521 <a href="mailto:lisobr@ship.edu">lisobr@ship.edu</a>	N	
40	Employee Referral	N	
41	Self-Referral	N	
42	Non-Employee Referral	N	
43	Internship	N	
44	Internal Transfer	N	
45	Networking	N	
46	Internal Posting	N	
47	Traffic Directors Guild of America Larry Keene, CEO 2600 Avenida Aeropuerto # 114 San Juan Capistrand, CA 92675 949-429-7063 <a href="mailto:tdga@earthlink.net">tdga@earthlink.net</a>	N	
48	B-Roll.net Mr. Kevin Johnson 243 17 <sup>th</sup> Street, SE Washington, DC 20003 202-486-8842 <a href="http://www.b-roll.net">www.b-roll.net</a>	N	
<b>TOTAL INTERVIEWEES OVER 3 or 12 MONTH PERIOD</b>			

**Appendix 3 to  
Annual EEO Public File Report  
Covering the Period from April 1, 2008 to March 31, 2009  
Stations Comprising Station Employment Unit: WHP-TV, WLYH-TV& WHP-DT 21.2**

- 1. Established Internship Program – Sponsored 5 students**
  - a. York College --January 2008-April 2008**
  - b. Albright College – May 2008-August 2008**
  - c. Temple University – May 2008 – August 2008**
  - d. Muhlenberg College – June 2008-August 2008**
  - e. Dickenson College – September 2008-December 2008**
  - f. Dickenson College – January 2009-May 2009**
  - g. Shippensburg University – January 2009-May 2009**
  - h. Millersville University – January 2009-February 2009**
  
- 2. Co-sponsored and participated in event relating to career opportunities in Broadcasting**
  - a. Capital Region Job Fair – April 3, 2008. Brett Freitag, Creative Service Director, Sandy Leighton, Executive Assistant and Lou Castriota, Director of Programming participated.**
  
- 3. Participate in event sponsored by educational institution relating to career opportunities in broadcasting**
  - a. Newberry Elementary – May 21, 2008. Sherry Christian, morning anchor and Jim Stanton, photojournalist participated in the career day.**
  - b. Halifax High School – August 19, 2008. High School student shadowed Mike Parker and Tanya Foster for four hours in the studio and newsroom to learn about the business and then take the information back to Halifax High School for a career report.**
  - c. PA Career Job Link – October 16, 2008. Laurie Campbell, Rob Hershey, Caroline Imler, Megan Shaffer and Holly Steuart participated in job fair**
  - d. Millersville University –October 21, 2008. Nellie Stinson and Tara Parker participated in internship fair**
  - e. Messiah College – Sue Ruch, Scott Beaver, Marian Stanislawczyk, Dani DeRitis & Holly Steuart participated in job fair.**