

ANNUAL EEO PUBLIC FILE REPORT

Date: April 1, 2014

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station WPMT(TV), York, Pennsylvania.

WPMT(TV), an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Director at (717) 843-0043.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (where applicable). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

Full-Time Vacancies Filled During Reporting Period 4/1/13 - 3/31/14

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Journalist, Multi Media	Sources 1-17; 19-21	WPMT Web Site (source 21)	6
2	Anchor	Sources 1-17; 19-21	WPMT Web Site (source 21)	7
3	Dir, News Content Implement	Sources 1-17; 19-21; 28	Rick Gevers & Assoc (source 28)	9
4	Journalist, Multi Media	Sources 1; 3-17; 19-21	WPMT Web Site (source 21)	5
5	Account Executive	Sources 1-16; 19-21; 27	Internal Posting (source 19)	5
6	Producer, News	Sources 1; 3-17; 19-21	Penn State Univ Job Fair (source 25)	2
7	Account Executive	Sources 1-16; 19-21; 27	Internal Posting (source 19)	5
8	Account Executive	Sources 1; 3-16; 19-21; 27	Internal Posting (source 19)	5
9	Mgr, General Sales	Sources 1; 3-7; 9-16; 19-21	Internal Posting (source 19)	5
10	Photographer	Sources 1; 3-7; 9-17; 19-21	WPMT Web Site (source 21)	3
11	Journalist, Multi Media	Sources 1; 3-7; 9-17; 19-21	WPMT Web Site (source 21)	4
12	Journalist, Multi Media	Sources 1; 3-7; 9-17; 19-21	WPMT Web Site (source 21)	4
13	Anchor	Sources 1; 3-7; 9-17; 19-21	WPMT Web Site (source 21)	6
14	Producer, Visual Effects	Sources 1; 3-7; 9-16; 18-21	Art Institute of York (source 18)	3

Total number of persons interviewed during applicable period:

69

Supplemental Recruitment Measures 4/1/13 - 3/31/14

Activity/Description	Date	Staff Participant	Sponsor
<u>Millersville Job and Internship Fair</u> : One staff member attended. Discussed career opportunities, internships, and actively recruited for Anchor (AM), Multi-Media Journalist, Photographer, Account Executive, part-time Studio Crew and Spring 2014 interns. We also accepted resumes.	10/31/13	Human Resources Staff	Millersville University
<u>Central Pennsylvania Employment Consortium Job and Internship Fair</u> : One staff member attended the Central Pennsylvania Employment Consortium job and internship fair; CPEC is a consortium of 14 local colleges and universities who's mission is to provide quality career services to students and alumni through a pooling of resources and the expertise of their members. Discussed career opportunities and internship positions with attendees, accepted resumes for employment and recruited actively for Multi-Media Journalist, Photographer, Account Executive, part-time Sales Trainee, part-time Studio Crew and Summer and Fall 2014 interns.	2/18/14	Human Resources Staff	Central Pennsylvania Employment Consortium
<u>York College Career Expo</u> : One staff member attended. Discussed career opportunities, internships, and recruited for Multi-Media Journalist, Photographer, Account Executive, part-time Sales Trainee, part-time Studio Crew and Fall 2014 interns. We also accepted resumes.	3/19/14	Human Resources Staff	York College
<u>Penn State College of Communications Job Expo 2014</u> : One staff members attended. Discussed career opportunities and internship positions with attendees, accepted resumes for employment and recruited actively for Multi-Media Journalist, Photographer, Account Executive, part-time Sales Trainee, part-time Studio Crew and Fall 2014 interns.	3/28/14	Human Resources Staff	Penn State College of Communications
<u>High School Shadowing Program</u> : High School students spend one day with a station employee. Matching students to employees is based on the students career goals. Student gets a first hand real world look at the job. 10 to 15 job shadows per year.	Ongoing	Human Resources Staff Various Department Heads	WPMT(TV)
<u>Internship Program</u> : College students spend a semester in a position that gives them hands-on experience in their career field. This position is part-time, usually 20 hours per week. 10 to 12 interns per year.	Ongoing	Human Resources Staff Various Department Heads	WPMT(TV)