

**WPMT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - March 31, 2018**

**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(s) 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 Human Resources 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 (if required). 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.

**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
Producer	2-13, 15-18, 20-29, 31-33	9
Photographer	2-3, 5-6, 8-9, 11-18, 20-29, 31-33	9
Editor, Assignment	2-3, 5-6, 8-9, 11-18, 20-29, 31-33	27
Digital Content Manager	1-3, 5-9, 11-18, 20-29, 31-33	9
Digital Content Producer	1-3, 5-9, 11-18, 20-29, 31-33	7
Anchor/Reporter	2-3, 5-6, 8-9, 11-13, 15-18, 20-29, 31-33	27
Reporter/MMJ	2-3, 5-9, 11-13, 15-29, 31-33	27
MMJ	2-3, 5, 8-9, 11, 15-18, 21, 24-33	28
Account Executive	2-3, 5, 7-9, 11, 15-18, 21, 24-33	27

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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	5/15/2017	Participation in events or programs sponsored by educational institutions	WPMT presented at the Red Lion district on career day. The event was held at Red Lion Area SD where WPMT Anchor discussed her position in the broadcasting industry on air.	1	Anchor
2	10/18/2017	Provision of training to management	Attended Pillsbury webinar sponsored by the Broadcasters Association. One of the topics covered was on how to ensure nondiscrimination. Management level employee attended the webinar on EEO compliance	1	HR Manager
3	10/30/2017	Participation in events or programs sponsored by educational institutions	On 11/8/17 Meteorologist from WPMT attended Conewago elementary school. They did a presentation on weather to the students called Super Storms. It was than were WPMT Meteorologist discussed the position as a meteorologist in the broadcast industry.	1	Meteorologist
4	11/11/2017	Participation in events or programs sponsored by educational institutions	WPMT presented a talk at the Harrisburg area community college. Approximately 100 students interested in journalism attended. WPMT Anchor provided insight into working in the broadcast industry.	1	Anchor
5	3/19/2018	Participation in events or programs sponsored by educational institutions	On 1/9/18 WPMT went to Harrisburg Christian School located in PA. The News Director spoke to a journalism class about careers in the broadcasting industry.	1	ND
6	3/21/2018	Provision of training to management	On 3/21/2018 HR Manager led a discussion with Management level positions at WPMT on EEO processes. Best recruiting practices, Interviewing, EEO Compliance, and the topic of how to ensure nondiscrimination was discussed. There was a Q&A after.	7	GM DOS ND HR MGR