

ANNUAL EEO PUBLIC FILE REPORT

WTAJ

April 1, 2015 through March 31, 2016

The purpose of the 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 station(s):

WTAJ

The information contained in this Report covers the time period beginning April 1, 2015 to and including March 31, 2016 (the “Applicable Period”). 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 comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (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 connection 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 alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from April 1, 2015 through March 31, 2016

Station(s) Comprising the Station Employment Unit: WTAJ

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Account Executive	5/19/15	II	4	A-EE, II, QQ
2	News Anchor	6/4/15	GG	3	A-EE, GG, II
3	News Producer	6/22/15	DD	3	A-EE, GG
4	Multimedia Journalist	6/24/15	DD, GG	15	A-EE, FF, GG
5	General Sales Manager	6/29/15	KK	4	A-EE, II, KK
6	Account Executive	7/20/15	JJ	5	A-EE, II, JJ
7	Master Control Operator	7/27/15	HH	2	A-EE, HH
8	Master Control Operator	9/21/15	BB	3	A-EE
6	News Producer	9/25/15	BB	1	A-EE
10	Sales Assistant	10/12/15	RR	3	A-EE, OO, RR
11	Administrative Assistant	11/2/15	OO	7	A-EE, HH, II, OO
12	Weekend Meteorologist	11/10/15	II	4	A-EE, GG, II
13	Multimedia Journalist	11/10/15	BB	3	A-EE, GG
14	Account Executive	12/1/15	II	3	A-EE, II
15	Commercial Videographer	12/4/15	MM	6	A-EE, GG, II, MM, NN, OO, PP
16	News Producer	12/10/15	BB	3	A-EE, GG
17	News Producer	12/14/15	BB	4	A-EE, GG, II
18	Account Executive	1/5/16	BB	3	A-EE, II

Total Number of Persons Interviewed During Applicable Period: 76

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2015 through March 31, 2016

Station(s) Comprising the Station Employment Unit: WTAJ

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Allegany College of Maryland Career Services	Deb Hoover	12401 Willowbrook Rd. SE Cumberland, MD 21502	301-784-5000	N	0
B	Broadcasting Institute of Maryland	Norman Brooks	7200 Harford Rd. Baltimore, MD 21234	410-254-2770	N	0
C	Cambria Rowe Business College	Amy Horwath	221 Central Avenue Johnstown, PA 15905	814-536-5168	N	0
D	Carnegie Mellon University Career Center	Judy Ellgass	5000 Forbes Avenue Warner Hall Room 19 Pittsburgh, PA 15213	412-268-2021	N	0
E	Clarion University Career Services	Diana Brush	114 Egbert Hall Clarion, PA 16214	814-393-2000	N	0
F	Clearfield County Career and Technology Center	Robin Dusch	1620 River Road Clearfield, PA 16830	814-765-5308	N	0
G	Edinboro State University Center for Career Services	Jody Gallagher	106 Mc Nerney Hall Edinboro, PA 16444	814-732-2000	N	0
H	Foundation for Minority Interests	Sandra Dorsey Rice	524 West 57 th Street New York, NY 10019	212-975-2545	N	0

I	Greater Altoona Career & Technology Center	Nichole Zernick	1500 4 th Avenue Altoona, PA 16602 Nicole.zernick@gactc.edu	814-946-8487	Y	0
J	Greater Johnstown Career and Technology Center	None	445 Schoolhouse Road Johnstown, PA 15904	814-266-6073	N	0
K	Indiana University of Pennsylvania Career Services	Jeana Biondo	Pratt Hall Room 302 900 Maple Street Indiana, PA 15701	724-357-2235	N	0
L	Jefferson County DuBois Area Vo Tech	Guidance Department	576 Vo Tech Road Reynoldsville, PA 15851	814-653-8265	N	0
M	Juniata College Office of Career Services	Darwin Kysor	1700 Moore Street Huntingdon, PA 16652	814-641-3000	N	0
N	Lock Haven University Career Services	Paula Zener	Akeley Hall Room 114 Lock Haven, PA 17745 careerservices@lhup.edu	570-484-2181	Y	0
O	Mount Aloysius Career Services	Barb Nagy	7373 Admiral Peary Highway Cresson, PA 16630	814-886-4131	N	0
P	National Association of Broadcasters	Amanda Smith	Employment Clearinghouse 1771 N Street NW Washington, DC 20036	202-429-5300	N	0
Q	National Association of Hispanic Journalists	None	1000 National Press Building 529 14 th Street NW Washington, DC 20045	202-662-7145	N	0
R	PA Careerlink	Anne Strollo	3001 Fairway Drive Altoona, PA 16602	None	N	0
S	Penn College of Technology	None	One College Avenue Williamsport, PA 17701	570 326-3761	N	0

T	Penn State Altoona Career Services	Jennifer Puhatch	3000 Ivyside Park Altoona, PA 16601 lyp2@psu.edu	814-949-5620	Y	0
U	Penn State DuBois Career Services	Anna A. Akintunde	College Place DuBois, PA 15801 Aaa39@psu.edu	814-375-4766	Y	0
V	Pennsylvania Highlands Community College	Gwendolyn Young	101 Community College Way Johnstown, PA 15904	814-262-6400	N	0
W	Shippensburg University Career Services	Cheryl Rotz	1870 Old Main Drive Shippensburg, PA 17257	717-477-7447	N	0
X	South Hills School of Business & Technology	Lora Beamenderfer	505 58 th Street Altoona, PA 16602	814-944-6134	N	0
Y	St. Francis University Office of Career Services	Beth McGregor	PO Box 600 302 Scotus Hall Loretto, PA 15904	814-472-3019	N	0
Z	Syracuse University Career Development Center	Bridget Lichtinger	215 University Place Syracuse, NY 13244	315-443-3616	N	0
AA	University of Pittsburgh at Johnstown Career Services	Judi McGuirk	450 Schoolhouse Road Johnstown, PA 15904	814-269-7000	N	0
BB	Nexstar Broadcasting Group	None	545 E. John Carpenter Freeway Suite 700 Irving, TX 75062 www.nexstar.tv	972-373-8800	N	15
CC	WeAreCentralPA.com	None	5000 Sixth Avenue Altoona, PA 16602	814-942-1010	N	4
DD	Penn State University Career Services	None	Boucke Building University Park, PA 16801 Psu-csm.symplicity.com	814-865-2377	N	3

EE	University of Pittsburgh Career Services	None	224 William Pitt Union Pittsburgh, PA 15260 Pitt-csm.symplicity.com	412-648-1411	Y	0
FF	YouTube, LLC	None	901 Cherry Avenue San Bruno, CA 94066	650-253-0001	N	1
GG	Broadcast Employment Services	None	PO Box 4116 Oceanside, CA 92052 www.tvjobs.com	760-754-8177	N	15
HH	Altoona Mirror	None	301 Cayuga Ave Altoona, PA 16602	814-946-7411	N	4
II	Employee Referrals	None	N/A	N/A	N	18
JJ	WTAJ TV Advertising	None	5000 Sixth Avenue Altoona, PA 16602	814-942-1010	N	0
KK	Spots N Dots	None	1635 Old Highway 41 Kennesaw, GA 30152	888-884-2630	N	2
LL	Rick Gevers & Associates	Rick Gevers	355 E. Ohio St. #303 Indianapolis, IN 46204	317-635-7912	N	0
MM	LinkedIn.com	None	N/A	N/A	N	1
NN	Pittsburgh Post-Gazette		2201 Sweeney Drive Clinton, PA 15026	412-263-1100	N	1
OO	Monster.com	None	N/A	N/A	N	4
PP	Indeed.com	None	N/A	N/A	N	4
QQ	Facebook.com	None	www.Facebook.com	N/A	N	2
RR	Centre Daily Times	None	3400 E. College Ave. State College, PA 16801	814-238-5000	N	2

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2015 through March 31, 2016

Station(s) Comprising the Station Employment Unit: WTAJ

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WTAJ

	Recruitment Initiative	Description
1	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	News Director, Production Coordinator, General Sales Manager, and Local Sales Manager attended the Penn State University Communications Career Fair (JobComm) on 3/18/16.
2	The establishment of an internship program designed to assist members of the community to acquire skills for broadcast employment.	In Summer 2015, WTAJ-TV hosted 1 intern from Penn State University.