

ANNUAL EEO PUBLIC FILE REPORT  
**WTAJ-TV**  
**April 1, 2016 through March 31, 2017**

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-TV

The information contained in this Report covers the time period beginning April 1, 2016 to and including March 31, 2017 (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 (“SEU”) 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, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: WTAJ-TV

Section 1: Vacancy Information

	<b>Full-Time Positions Filled by Job Title</b>	<b>Date Filled</b>	<b>Recruitment Source of Hiree</b>	<b>Number of Applicants Interviewed</b>	<b>Recruitment Sources Utilized</b>
1	News Reporter	7/6/2016	BB	4	A-Y, BB, DD, II
2	Multi-Media Journalist	9/6/2016	EE	3	A-Z, EE
3	News Producer	11/18/2016	W	4	A-Y, AA
4	Multi-Media Journalist	1/10/2017	BB	3	A-Y, BB
5	News Anchor	2/13/2017	CC	5	A-Y, CC
6	Sports Reporter	9/3/2016	Y	7	A-Y
7	Multi-Media Journalist	12/27/2016	W	5	A-Y, BB, DD
8	News Producer	6/1/2016	DD	3	A-Y, DD
9	Account Executive	10/31/2016	BB	5	A-X, BB, GG
10	Administrative Assistant	12/19/16	X	6	A-X, AA, JJ
11	Account Executive	10/31/2016	BB	5	A-X, BB, GG
12	Account Executive	2/1/2016	BB	2	A-X, Z, BB
13	Digital Media Manager	12/20/2016	FF	6	A-X, FF, II, JJ
14	Account Executive Cody	3/27/2016	BB	4	A-X, BB
15	Integrated Digital Specialist	6/23/2016	FF	3	A-X, AA, FF, HH

Total Number of Persons Interviewed During Applicable Period: 65

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: WTAJ-TV

Section 2: Recruitment Source Information

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
A	Allegany College of Maryland Career Services	Deb Hoover	12401 Willowbrook Rd. SE Cumberland, MD 21502	301-784-5000	N	0
B	Bucknell University	Tess Marsh	701 Moore Ave, Lewisburg, PA 17837	570-577-200	N	0
C	Clarion University Career Services	Diana Brush	114 Egbert Hall Clarion, PA 16214	814-393-2000	N	0
D	Clearfield County Career and Technology Center	Jennifer Womer	1620 River Road Clearfield, PA 16830	814-765-5308	N	0
E	Edinboro State University Center for Career Services	Jody Gallagher	106 McNerney Hall Edinboro, PA 16444	814-732-2000	N	0
F	Emma L Bowen Foundation for Minority Interests	Sandra Dorsey Rice	524 West 57 <sup>th</sup> Street New York, NY 10019	212-975-2545	N	0
G	Greater Altoona Career & Technology Center	Nichole Zernick	1500 4 <sup>th</sup> Avenue Altoona, PA 16602 Nicole.zernick@gactc.edu	814-946-8487	N	0
H	Greater Johnstown	Justin Spanko	445 Schoolhouse Road	814-266-6073	N	0

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
	Career and Technology Center		Johnstown, PA 15904			
I	Indiana University of Pennsylvania Career Services	Jeana Biondo	Pratt Hall Room 302 900 Maple Street Indiana, PA 15701	724-357-2235	N	0
J	Jefferson County DuBois Area Vo Tech	Guidance Department	576 Vo Tech Road Reynoldsville, PA 15851	814-653-8265	N	0
K	Juniata College Office of Career Services	Darwin Kysor	1700 Moore Street Huntingdon, PA 16652	814-641-3000	N	0
L	Mount Aloysius Career Services	Barb Nagy	7373 Admiral Peary Highway Cresson, PA 16630	814-886-4131	N	0
M	National Association of Broadcasters	Amanda Smith	Employment Clearinghouse 1771 N Street NW Washington, DC 20036	202-429-5300	N	0
N	PA Careerlink	Anne Strollo and Chuck McClellan	3001 Fairway Drive Altoona, PA 16602	814-940-6200	N	0
O	Penn College of Technology	None	One College Avenue Williamsport, PA 17701	570-326-3761	N	0
P	Penn State Altoona Career Services	Jennifer Puhatch	3000 Ivyside Park Altoona, PA 16601 lyp2@psu.edu	814-949-5620	N	0
Q	Penn State Altoona Career Services	Rebecca Maguda	3000 Ivyside Park Altoona, PA 16601 rvb5@psu.edu	814-949-5000	N	0

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
R	Penn State DuBois Career Services	Anna A. Akintunde	College Place DuBois, PA 15801 Aaa39@psu.edu	814-375-4766	N	0
S	Pennsylvania Highlands Community College	Larry Brugh	101 Community College Way Johnstown, PA 15904	814-262-6400	N	0
T	Shippensburg University Career Services	Cheryl Rotz	1870 Old Main Drive Shippensburg, PA 17257	717-477-7447	N	0
U	South Hills School of Business & Technology	Lora Beamenderfer	505 58 <sup>th</sup> Street Altoona, PA 16602	814-944-6134	N	0
V	Syracuse University Career Development Center	Bridget Lichtinger	215 University Place Syracuse, NY 13244	315-443-3616	N	0
W	Nexstar Broadcasting Group	None	545 E. John Carpenter Freeway Suite 700 Irving, TX 75062 <a href="http://www.nexstar.tv">www.nexstar.tv</a>	972-373-8800	N	22
X	WeAreCentralPA.com	None	5000 Sixth Avenue Altoona, PA 16602	814-942-1010	N	7
Y	TVJobs.com	None	N/A	N/A	N	5
Z	LinkedIn.com	None	N/A	N/A	N	2
AA	Monster.com	None	N/A	N/A	N	3
BB	Employee Referrals	None	N/A	N/A	N	9
CC	Agent- Napoli Management Group	None	8844 West Olympic Boulevard, Suite 100 Beverly Hills, California 90211	310-385-8222	N	1

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
DD	Syracuse Job Fair	None	N/A	N/A	N	3
EE	Penn State University Job Fair	None	N/A	N/A	N	1
FF	DBD Staffing	None	1811 N Juniata St. Hollidaysburg, PA 16648	814-317-5155	N	2
GG	WTAJ TV Advertising	None	5000 Sixth Avenue Altoona, PA 16602	814-942-1010	N	2
HH	Careerbuilder.com	None	N/A	N/A	N	1
II	Current Employee (Internal Job Posting)	None	5000 Sixth Avenue Altoona, PA 16602	814-942-1010	N	3
JJ	Indeed.com	None	N/A	N/A	N	4

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: WTAJ-TV

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

	<b>Recruitment Initiative</b>	<b>Description</b>
1	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	News Director, Production Coordinator, and Local Sales Manager attended the Penn State University Communications Career Fair (JobComm) on 3/24/17.
2	Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	News Director worked with journalism classes at Syracuse University on job opportunities, interviewing, and experience importance on 3/2/17.
3	The establishment of an internship program designed to assist members of the community to acquire skills for broadcast employment.	WTAJ-TV hosted 4 interns from Penn State University. 1 - Spring Semester 2016, 2 – Summer Semester 2016 and 1 – Spring Semester 2017.