

ANNUAL EEO PUBLIC FILE REPORT  
**WHAG**  
**June 1, 2015 through May 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):

WHAG

The information contained in this Report covers the time period beginning June 1, 2015 to and including May 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 hire 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 hire 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 June 1, 2014 through May 31, 2015

Station(s) Comprising the Station Employment Unit: WHAG

Section 1: Vacancy Information

|    | Full-Time Positions Filled by Job Title | Date Filled | Recruitment Source of Hire | Number of Applicants Interviewed | Recruitment Sources Utilized        |
|----|---|-------------|----------------------------|----------------------------------|-------------------------------------|
| 1  | Truck Op/SNG                            | 7/6/15      | D                          | 4                                | D,E                                 |
| 2  | Truck Op/SNG                            | 7/5/15      | E                          | 3                                | E                                   |
| 3  | Maintenance Engineer                    | 10/6/15     | D                          | 4                                | A, B, D, E, H, I, M                 |
| 4  | Account Executive                       | 6/1/15      | NN                         | 3                                | A, B, C, H, I J-II, KK, LL,MM. NN   |
| 5  | Account Executive                       | 8/24/15     | B                          | 3                                | A, B, C, H, I, J-II, KK, LL, MM, NN |
| 6  | Account Executive                       | 12/16/15    | C                          | 1                                | C, F, H. I, J-II, JJ, KK, LL, NN    |
| 7  | Reporter                                | 6/1/15      | D                          | 3                                | C, E, H, O                          |
| 8  | Reporter                                | 7/27/15     | D                          | 3                                | C, E, H                             |
| 9  | Reporter                                | 1/18/16     | D                          | 4                                | C, E, H, G                          |
| 10 | Reporter                                | 1/4/16      | H                          | 5                                | C, E, H, G                          |
| 11 | Reporter                                | 2/15/16     | E                          | 3                                | C, E, H, N                          |
| 12 | Reporter                                | 2/15/16     | E                          | 3                                | C, E, H                             |

Total Number of Persons Interviewed During Applicable Period: 39

Appendix 2 to Annual EEO Public File Report

Covering the Period from June 1, 2015 through May 31, 2016

Station(s) Comprising the Station Employment Unit: WHAG

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 | Herald Mail                  | Jackie          | jackiec@heraldmail.com                        | None         | N                      | 0   |
| B | Frederick News Post          | K. Allen        | kallen@newspost.com                           | 301-662-1883 | N                      | 2   |
| C | Your4State.com               | Adam Lane       | alane@whag.com                                | 301-797-4400 | N                      | 1   |
| D | Employee Referral            | None            | None  | 301-797-4400 | N                      | 11  |
| E | TVjobs.com                   | None            | www.tv.jobs.com                               | 800-374-0119 | N                      | 10  |
| F | Winchester Star              | Pat Shane       | pshane@winchester.star.com                    | None         | N                      | 0   |
| G | Internal Transfer/Promotion  | None            | 13 E. Washington Street, Hagerstown, MD 21740 | 301-797-4400 | N                      | 2   |
| H | Nexstar.tv                   | HRSmart         | HRSmart                                       | 972-373-8800 | N                      | 5   |
| I | TV ad on WH AG               | Greg Suchanek   | 13 E. Washington Street Hagerstown, MD 21740  | 301-797-4400 | N                      | 2   |
| J | Kaplan University            | Human Resources | scianelli@kaplan.edu                          | 800-422-2670 | N                      | 0   |
| K | Shepherd University          | Human Resources | hrwebb@Wshepherd.edu                          | 304-876-5001 | N                      | 0   |
| L | Hagerstown Community College | Human Resources | balease@hagerstowncc.edu                      | 301-791-2800 | N                      | 0   |

|    |                               |                 |                                 |     |   |   |
|----|-------------------------------|-----------------|---------------------------------|-----|---|---|
| M  | Craigslist                    | None            | Craigslist.com                  | N/A | N | 2 |
| N  | University of Maryland        | Human Resources | danderson@umd.edu               | N/A | N | 1 |
| O  | University of West Virginia   | Human Resources | Classcomp-hr@mail.wvu.edu       | N/A | N | 1 |
| P  | Pennsylvania State University | Human Resources | Ohr.psu.edu.hrda                | N/A | N | 0 |
| Q  | University of Virginia        | Human Resources | Uvajobs@virginia.edu            | N/A | N | 0 |
| R  | Shippensburg University       | Human Resources | hr@ship.edu                     | N/A | N | 0 |
| S  | Shenandoah University         | Human Resources | Mlandes@su.edu                  | N/A | N | 0 |
| T  | Frostburg University          | Human Resources | Clife/career@frostvburg.edu     | N.A | N | 0 |
| U  | Mt. St. Mary's University     | Human Resources | brmiller@msmary.edu             | N/A | N | 0 |
| V  | Howard University             | Human Resources | hr@howard.edu                   | N/A | N | 0 |
| W  | University of Pittsburg       | Human Resources | Mrs100@pitt.edu                 | N/A | N | 0 |
| X  | Duquesne University           | Human Resources | Hr.office@duq.edu               | N/A | N | 0 |
| Y  | Carnegie Mellon University    | Human Resources | hrhelp@andrew.cmu.edu           | N/A | N | 0 |
| Z  | LaRoche College               | Human Resources | hr@laroche.edu                  | N/A | N | 0 |
| AA | Chatham University            | Human Resources | hr@chatham.edu                  | N/A | N | 0 |
| BB | Eastern University            | Human Resources | jobs@eastern.edu                | N/A | N | 0 |
| CC | Harrisburg University         | Human Resources | hr@harrisburg.edu               | N/A | N | 0 |
| DD | Central Penn College          | Human Resources | stevehassinger@centralpenn.edu  | N/A | N | 0 |
| EE | York College                  | Human Resources | employment@ycp.edu              | N/A | N | 0 |
| FF | Franklin & Marshall           | Human Resources | famd.edu/humanresources         | N/A | N | 0 |
| GG | Bloomburg University          | Human Resources | kwood@bloomburg.edu             | N/A | N | 0 |
| HH | Millersville University       | Human Resources | humanresources@millersville.edu | N/A | N | 0 |
| II | Mansfield University          | Human Resources | bsmorgan@mansfield.edu          | N/A | N | 0 |
| JJ | The Journal                   | Human Resources | rmiller@journal-news.net        | N/A | N | 0 |
| KK | CASA                          | N/A             | Casa35@myactv.net               | N/A | N | 0 |

|    |                                 |     |              |     |   |   |
|----|---------------------------------|-----|--------------|-----|---|---|
| LL | MD & VA<br>Unemployment Offices | N/A | Various      | N/A | N | 0 |
| MM | Indeed.com                      | N/A | Indeed.com   | N/A | N | 2 |
| NN | LinkedIn                        | N/A | LinkedIn.com | N/A | N | 0 |

Appendix 3 to Annual EEO Public File Report

Covering the Period from June 1, 2015 through May 31, 2016

Station(s) Comprising the Station Employment Unit: WHAG

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

|   | Recruitment Initiative   | Description  |
|---|--|--|
| 1 | The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment | <p>A student from Hood College interned in our News Department during the fall (September 1 to December 15 of 2015).</p> <p>A student from Frostburg State University interned in our News Department during the fall (September 9 to December 11 of 2015.)</p> <p>A student from Hood College interned in our News Department during the winter (January 11 to April 29, 2016).</p> <p>A student from Allegheny College interned in our Production Department during winter (December 17, 2015 to January 15, 2016).</p> <p>A student from Hood College interned in our News Department during winter (January 11, 2016 to April 29, 2016).</p> <p>A student from Frostburg State University interned in our News Department during winter/spring (January 26, 2016 to May 18, 2016.)</p> <p>A senior from a local high school job shadowed in the news department on March 29, 2016.</p> <p>A senior from a local high school job shadowed in the news department on April 20, 2016.</p> |
| 2 | Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination    | The Station provides Managers training as to methods to ensure equal employment opportunities through the Human Capital Metrix training program.   |

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| 3 | Participation in activities that the licensee has designed to further the goal of disseminating information about employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities | WHAG sends all of WHAG job openings to the CASA office (an organization for abused women and children), as well as several local unemployment offices throughout our coverage area.  |
| 4 | Participation in job fairs by station personnel who have substantial responsibility for hiring decisions  | <p>The Station disseminated information regarding employment opportunities on January 18, 2016 at the Kaplan College Job Fair sponsored by Congressman John Delaney. The job fair was held at Kaplan College. The Station's Promotion Director, General Manager, Production Manager and Sales Manager attended the event. Information on the following jobs was distributed: production assistant, WHAG-Your4State.com account executive, SNG truck operator, WHAG account executive and news reporter.</p> <p>The Station disseminated information regarding employment opportunities on January 22, 2016 at a Career Day at the Blue Heron Events Center, Greencastle, PA. The Station's Promotion Director attended the event. Information on the following jobs was distributed: production assistant, WHAG Your4State.com account executive, SNG truck operator, WHAG account executive and news reporter.</p> <p>The Station participated in the USMH Job Fair (University System of Maryland at Hagerstown) on Thursday, April 9, 2015 from 3PM-6PM. The Station's Promotions Manager distributed information and recruited for the following jobs: Digital Sales Manager, News Reporter, and SNG Truck Operator. She also disseminated information on careers with Nexstar Broadcasting.</p> |

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|  |  | <p>The Station participated in the Home Builders Association of Washington County Home Show on March 29 and 20, 2016. Information was distributed and recruited for the following jobs: (digital sales manager, news reporter, news producer, account executive, and production assistants). Leaders from the Station's Sales, Promotions and News departments attended the event.</p> <p>The Station participated in the Frederick County Home Builders Association Home Show on March 19 and 20. Information was distributed and recruited for the following jobs: digital sales manager, news reporter, news producer, account executive, and production assistants. Leaders from the Station's Sales and Promotion departments attended this event.</p> <p>The station participated in the Eastern Home Builders Association Home Show on March 11, 12 and 13, 2016. Information was distributed and recruited for the following jobs: digital sales manager, news reporter, news producer, account executive, and production assistants. Leaders from the Station's Promotions department attended the event.</p> <p>On Friday, April 1, 2016 the Station's Executive Producer/Anchor went to a Virginia Tech "Job Fair" to recruit Virginia Tech students for the following jobs: digital sales manager, news reporter, news producer, account executive, and production assistants. He met with seven students. Two were interested in production assistant, four were interested in news positions, and one was interested in a news internship. The Station's representative brought back their resumes and distributed to the different department heads.</p> <p>On Friday, April 9, the Station's Executive Producer/Anchor and General Manager went to the University of Maryland "job fair" to recruit</p> |
|--|--|---|



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|   |  | <p>University of Maryland students for the following jobs: news reporter, news producer, and account executive. They met with 11 students. Nine students were interested in jobs in the news department. 1 student was interested the account executive job. Resumes were brought back to the station and distributed to department heads.</p> <p>On Tuesday, April 19, the Station's Executive Producer/Anchor went to West Virginia University's Reed School of Media for a "job fair" to recruit for the following jobs: news reporter, news producer and account executive. He met with 11 students. Two were interested in sales, eight were interested in news, and one student was interested in an internship. Resumes were brought back to the station and distributed to department heads.</p> |
| 5 | The establishment of training programs to allow station personnel to acquire skills that could qualify them for higher level positions | The WHAG Production Department maintains two full time positions that are geared towards training and upward mobility within the company. 1) AM Graphics/Xpression Operator/Director in Training 2) PM Graphics/Xpression Operator/ Director in Training. Both of these positions oversee and operate the necessary graphic creations and operations, required for our live News Broadcasts. In addition, employees are trained to become full time live Newscast Production Directors, which is the next step in the Production Department's progression for promotions.  |
| 6 | Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination  | On April 20, 2015 WHAG General Manager, and WHAG HR Contact met to review our Annual Self-Assessment and to discuss our local EEO procedures.  |
| 7 | Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing                 | On February 15, 2016, department heads participated in an FCC EEO primer conducted by our corporate Associate Council & HR Director to heighten our understanding of the rules and to improve our performance as reporting entities. Department heads attending were   |

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|--|----------------|---|
|  | discrimination | Assistant News Director, Production Manager, Promotions Manager, Local Sales Manager; General Manager, News Director and WHAG's HR Contact. |
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