



**FEDERAL COMMUNICATIONS COMMISSION
EQUAL EMPLOYMENT OPPORTUNITY ACTIVITIES REPORT
APRIL 1, 2013 – MARCH 31, 2014
Stations: WITF-TV, WITF-FM, Harrisburg, PA**

Open Positions:

Attached please find a spreadsheet listing all the open positions and the recruiting sources used to fill these vacancies from the time period of April 1, 2013 through March 31, 2014. Also, please find a list of the data reflecting the total number of persons interviewed and the recruiting sources used from the time period of April 1, 2013 through March 31, 2014.

Recruiting Contacts:

Attached please find a listing of the contact information for the recruiting sources used by **witf** from the time period of April 1, 2013 through March 31, 2014.

Job Fairs

Individuals with significant hiring responsibility; Stephanie Jack, current Human Resources Generalist; job fairs are listed under attached Community Outreach listings.

Community Outreach

A summary of all Community Outreach activities is attached.

The purpose of the EEO Public Report form is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: **witf** and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in the Report covers the time period beginning April 1, 2013 to and including March 31, 2014.

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each vacancy, the recruitment sources utilized to fill the vacancy (including, if application, organizations entitled to notification pursuant to Section 73.2080 (c)(1)(ii) of the new 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.

Appendix 1 has been designed to provide the required information.

For the purposes of the Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer.

WITF Recruiting Source Contact Information
No Sources Requested for all job openings
For the period covering April 1, 2013 to March 31, 2014

Adage.com
Advertising Age
685 Third Avenue
New York, NY 10017-4024
212.210.0100

Albright College
13th and Bern Streets
P.O. Box 15234
Reading, PA 19612
610.921.7630

Alvernia University
1544 Route 61 Hwy S.
Pottsville, PA 17901
570.385.2382

Association of Fundraising Professionals
AFPcentralpa.com
622 Darby Court
Hummelstown, PA 17036-7202
717.574.3957

CareerBuilder
8420 West Bryn Mawr Avenue #1000
Chicago, IL 60631
800.891.8880

Central Pennsylvania College
Steve Hassinger
Career Services Director
College Hill Road
Summerdale, PA 17093-0309
717.728.2262

Current.org
6930 Carroll Ave., Suite 350
Takoma Park, MD 20912
301.270.7240

Elizabethtown College
Career Services
Second Floor- Baugher Student Center
One Alpha Drive
Elizabethtown, PA 17022
717.361.1206

Employdiversity.com
1671 The Alameda, Suite 303
San Jose, CA 95126
408.293.1299

Greaterpublic.com (formerly DEI board)
401 North 3rd Street, Suite 370
Minneapolis, MN 55401
888.454.2314

Gettysburg College
300 North Washington Street
Gettysburg, PA 17325
717.337.6300

Harrisburg Area Community College
One HACC Drive
Harrisburg, PA 17110
800.ABC.HACC

Indeed.com
177 Broad Street, 6th Floor
Stamford, CT 06901

Lancaster Newspaper/lancasteronline.com
Viki Barnett
8 West King Street
Lancaster, PA 17603
717.291.8811

LinkedIn.com
2029 Stierlin Court Suite 200
Mountain View, CA 94043
Ryan Giles
650.906.9456

Mandy.com
Lighthouse Internet Ltd
Oasis Business Centre
85-87 Bayham Street
London NW1 0AG, England

Penn State University – Harrisburg Campus
777 West Harrisburg Pike
Middletown, PA 17057
717.948.6260

Penn State University – York Campus
1031 Edgecomb Avenue
York, PA 17403-3326
717.771.4053

Productionhub.com
1806 Hammerlin Ave
Winter Park, FL 32789
407.629.4122

Saleshead.com
c/o Beyond.com, Inc.
1060 First Avenue, Suite 100
King of Prussia, PA 19406
610.878.2800

Talentzoo.com
1736 Defoor Place NW
Atlanta, GA 30318
866.360.6417

The Patriot News/pennlive.com
Nichole Foster
812 Market Street
Harrisburg, PA 17101
717.255.8100

topflightmedia.com
witf Enterprises, Inc.
4801 Lindle Road
Harrisburg, PA 17111
800.729.5021

Wilson College
Tammy J. Samuels
1015 Philadelphia Avenue
Chambersburg, PA 17201
717.262.2006

witf.org
witf
4801 Lindle Road
Harrisburg, PA 17111
717.704.3000

York College
441 Country Club Road
York, PA 17403
717.815.1452

Appendix 1 to Annual EEO Public File Report Form

Covering the period from April 1, 2013 to March 31, 2014

Stations Comprising Station Employment Unit WITF-TV, WITF-FM

Section 1: Vacancy Information, Recruitment Source Information

*Please refer to Recruiting Source List for Name, Address, Telephone Number and/or Website/Contact Person

Available Position Title	Location of Recruitment	# of Interviews	Date of Hire or Status
Multimedia Reporter/Producer	employdiversity.com		
	indeed.com		
	Patriot News/Pennlive		
	witf.org	1	
	Career Builder		
	Internal Applicant	1	5/29/2013
Anchor/Reporter	employdiversity.com		
	indeed.com	2	6/17/2013
	witf.org	2	
	Patriot News/Pennlive		
	CareerBuilder.com		
Development Outreach Specialist	employdiversity.com		
	Patriot News/Pennlive	1	
	indeed.com		
	witf.org	2	6/19/2013
	employee referral	2	
	Internal Applicant	1	
Casual Part Time - Sports Monitor	witf.org/topflightmedia.com		
	Patriot News/Pennlive	4	8/19/2013
	employdiversity.com		
	Alvernia University		
	HACC Harrisburg Campus		
	Penn State Harrisburg		

Penn State York
Gettysburg College
Wilson College

Art Director

Topflightmedia.com
Patriot News/Pennlive
ProductionHub.com
Employdiversity.com

LinkedIn.com 1 8/19/2013
TalentZoo.com 1

Videographer/Editor Part Time

Patriot News/Pennlive
mandy.com
ProductionHub.com
employdiversity.com

witf.org 1 8/26/2013
employee referral 1

Video Editor - Part Time

employdiversity.com
witf.org
Patriot News/Pennlive
Indeed.com
mandy.com
linkedin.com
employee referral
Alvernia College
Albright College
HACC Harrisburg Campus

witf.org 3 8/26/2013
employee referral 2

News Anchor/Reporter

topflightmedia.com
Patriot News/Penn Live
Employdiversity.com
indeed.com

2

	other	2	9/3/2013
	Alvernia University		
	Central Pennsylvania College		
	HACC Harrisburg Campus		
	Penn State Harrisburg		
	Gettysburg College		
	Penn State York		
	Wilson College		
Annual Fund Director	Patriot News/Pennlive		
	Employdiversity.com		
	AFP		
	current.org	1	
	witf.org		
	linkedin.com	1	9/30/2013
	greaterpublic.com		
	employee referral	2	
Part-Time Custodian	Patriot News/Pennlive	9	10/1/2013
	witf.org	2	
	employdiversity.com		
	Alvernia University		
	HACC Harrisburg Campus		
	Penn State Harrisburg		
	Gettysburg College		
	Penn State York		
	Wilson College		
Anchor Reporter Host Morning Edition	current.org via Job Target		
	Patriot News/Pennlive		
	witf.org	1	
	employee referral	1	10/7/2013

Major Giving Coordinator	witf.org	3	
	Patriot News/Pennlive	1	
	indeed.com	2	12/2/2013
	employee referral	1	
	other	1	
<hr/>			
Advertising Agency Sales	Patriot News/Pennlive	2	
	topflightmedia.com		
	linkedin.com	1	1/21/2014
	adage.com		
	saleshead.com		
	other	2	
<hr/>			
Multimedia Account Executive	witf.org	1	
	Lancaster newspaper		
	linkedin.com	4	
	indeed.com	1	
	Patriot News/Pennlive	2	
	employee referral	1	2/5/2014
	Albright College		
	Elizabethtown College		
<hr/>			
Major Gifts Officer	witf.org		
	employdiversity.com		
	Patriot News/Pennlive		
	indeed.com	1	
	AFP	1	

COMMUNITY OUTREACH ACTIVITIES

witf engaged in the following initiatives from the period beginning April 1, 2013 through March 31, 2014.

Internship Program

witf has an extensive student internship program. College and High School students participate in internships in their field of interest and/or major, typically for credit hours. This past year, we had the following:

- 1 Human Resources intern during the fall semester 2013.
- 1 Human Resources intern during the summer semester 2013.
- 2 Television Production interns during the summer semester of 2013.
- 2 News Reporter intern during the summer semester of 2013.
- 1 Marketing intern during the summer semester of 2013.
- 1 Human Resources intern during the spring semester of 2014.
- 1 News Reporter during the spring semester of 2014.
- 1 Marketing intern during the spring semester of 2014.

These students came from various colleges and universities.

Job Fairs

Human Resources attended the following job fair:

Congressman Dent's Job Fair

Location: Penn State Harrisburg, Middletown, PA

Date: 8/3/2013

Harrisburg Area Community College Internship Fair

Location: HACC

Date: 9/25/2013

Capital Region Internship/Co-op Fair

Hosted by: Dickinson College, Elizabethtown College, Harrisburg Area Community College, Lebanon Valley College, Messiah College, Millersville University, Penn State Harrisburg, Shippensburg University, Wilson College, and York College of PA

Location: Penn State Harrisburg, Middletown, PA

Date: 10/1/2013

Events or programs with educational institutions relating to career opportunities in broadcasting:

Partnering Opportunities:

Met with: Shippensburg University – August 2013

Messiah College – September 2013

Harrisburg University- December 2013

The Senior Vice President of Human Resources & Operational Performance and the Human Resources Generalist met with them to develop ways in which we can partner with these organizations as they pertained to public media positions, volunteering, and also internship opportunities.

Community Events designed to inform and educate members of the public as to employment opportunities in broadcasting

witf conducted 56 tours which primarily included education facilities. The majority of these tours are given to Cub Scouts (24), with other groups being from daycare/summer camps (2), girl scouts (4), homeschool groups (3), public/private elementary & middle schools(4), public/private high schools (1), college students (2), and adult church/social/service groups (3) or retirement/continued care & community groups(9) , individuals/families (3)

A total of 2 job shadows were conducted for high school students in the Harrisburg area. The purpose of the shadows was to give interested students an opportunity to see various aspects of public media in action, and meet the people who help the organization function.

Training as to methods of equal employment opportunity

The Human Resources Generalist attended Training Classes with Mazzitti & Sullivan (our EAP) twice during the specified time.

witf Conducted Diversity and Inclusion training for the entire staff on September 24, 2013.

Conducted individual training sessions with new managers on recruitment, hiring, and EEO legislation.