



**FEDERAL COMMUNICATIONS COMMISSION
EQUAL EMPLOYMENT OPPORTUNITY ACTIVITIES REPORT
APRIL 1, 2015 – MARCH 31, 2016
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, 2015 through March 31, 2016. 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, 2015 through March 31, 2016.

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, 2015 through March 31, 2016.

Job Fairs

Individuals with significant hiring responsibility; Alan Wadsworth, current Human Resources Manager; Stephanie Jack, former 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, 2015 to and including March 31, 2016.

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.

Appendix 1 to Annual EEO Public File Report Form

Covering the period from April 1, 2015 to March 31, 2016

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
Development Outreach Specialist	witf.org Patriot News/Pennlive.com LinkedIn	1	12/7/15
Advertising Agency President	topflightmedia.com AdAge.com LinkedIn Patriot News/Pennlive.com Internal Applicants	2 1	12/30/15
Director of Programming & On-Air Promotion	witf.org current.org cpb.org Patriot News/Pennlive.com	1	11/2/15
RadioPA Sports Anchor/Reporter (2 openings)	witf.org radiopa.com Patriot News/Pennline.com Alvernia University Lebanon Valley College Other Indeed (picked up) Twitter (picked up)	2 2 1	6/23/2015, 7/9/2015
RadioPA Part Time Anchor/Reporter	witf.org Patriot News/Pennlive.com radiopa.com Alvernia University Lebanon Valley College Indeed (picked up)	2	10/6/15
Human Resources Manager	witf.org Patriot News/Pennlive.com HR Professionals of Central PA LinkedIn Social Media glassdoor.com (picked up) Indeed (via Pennlive.com)	1 1	10/26/15
Lottery Production Crew (2 openings)	witf.org Patriot News/Pennlive.com Harrisburg Chamber/thelifeyouwant.org Alvernia University Albright College Indeed (picked up)	2 2 3	5/7/15 5/7/15
TFM Advertising Creative Director	topflightmedia.com Patriot News/Pennlive.com Employee Referral Indeed (picked up)	1 2	9/8/15
TV & FM Traffic Coordinator	witf.org Patriot News/Pennlive.com	1 1	9/14/15

Production Coordinator	witf.org		
	Patriot News/Pennlive.com		
	Internal Candidate	1	8/4/15
Marketing Coordinator	witf.org		
	Patriot News/Pennlive.com		
	Harrisburg Chamber/thelifeyouwant.org		
	Indeed (picked up)	2	
	Other	1	9/8/15
IT Manager	witf.org		
	Patriot News/Pennlive.com		
	LinkedIn		
Facilities Attendant	witf.org		
	Patriot News/Pennlive.com	1	
	Harrisburg Chamber/thelifeyouwant.org		
	Indeed (Picked up)	3	6/1/15
Maintenance Engineer	witf.org	1	5/28/15
	Patriot News/Pennlive.com	1	
	Society of Broadcast Engineers		
	cpb.org		
	Internal Candidate	1	
TFM Advert. Project Manager	topflightmedia.com		
	Patriot News/Pennlive.com		
	LinkedIn	1	
	Harrisburg Chamber/thelifeyouwant.org		
	witf.org		
	AdAge		
	Internal Candidate	1	5/7/15
	Other	1	
Events Coordinator	witf.org	1	
	Patriot News/Pennlive.com		
	Indeed (picked up)	2	4/1/15
	Employee Referral	2	
	Facebook (picked up)	1	

WITF Recruiting Source Contact Information
No Sources Requested for all job openings
For the period covering April 1, 2015 to March 31, 2016

Adage.com
685 Third Avenue
New York, NY 10017-4024
Phone: 212-210-0100

Albright College
621 N 13th Street
Reading, PA 19604
610.921.2381

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

Corporation for Public Broadcasting
401 Ninth Street, NW
Washington, DC 20004-2129
202.879.9600

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

Harrisburg Regional Chamber of Commerce
(thelifeyouwant.org)
3211 North Front Street, Suite 201
Harrisburg, PA 17110
717.232.4099

HR Professionals of Central Pennsylvania
777 East Park Drive
Harrisburg, PA 17111

Lebanon Valley College
101 N. College Avenue
Annville, PA 17003-1400
800.LVC.4ADM

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

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

Radio PA
4801 Lindle Road
Harrisburg, PA 17111
800.735.0202

Society of Broadcast Engineers
9102 North Meridian Street Suite 150
Indianapolis, IN 46260
317.846.9000

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

Twitter
1355 Market Street Suite 900
San Francisco, CA 94103

witf.org
4801 Lindle Road
Harrisburg, PA 17111
717.704.3000

COMMUNITY OUTREACH ACTIVITIES

WITF engaged in the following initiatives from the period beginning April 1, 2015 through March 31, 2016.

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:

- 3 Radio Interns during the Spring 2015 semester
- 1 Marketing intern during the Spring 2015 semester
- 1 Development intern during the Summer 2015 semester
- 1 Radio intern during the Summer 2015 semester
- 1 Marketing intern during the Summer 2015 semester
- 1 Radio intern during the Fall 2015 semester

These students came from the following colleges and universities:

- Dickinson College
- Harrisburg Area Community College
- Lebanon Valley College
- Millersville University
- Penn State University

Job Fairs

Human Resources attended the following job fairs:

Franklin & Marshall Career & Internship Fair

Location: Franklin & Marshall College, Lancaster, PA

Date: 2/2/2016

Penn State Spring Career Fair

Location: Bryce Jordan Center, State College, PA

Date: 2/9/2016

Central PA Employment Consortium Spring Career & Internship Fair

Location: Radisson Hotel, Camp Hill, PA

Date: 2/16/2016

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

Met with Messiah College faculty and students to discuss career opportunities in broadcasting on Thursday, January 7, 2016.

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

WITF conducted 11 tours which primarily included education facilities. The majority of these tours are given to Boy & Girl Scout groups (7), with other groups being from public/private elementary & middle schools (1), and career exploration days with church/social/service groups (3).

Training as to methods of equal employment opportunity

WITF provided all employees with workplace civility training on Wednesday, September 2, 2015.

The Human Resources Manager attended Training Classes with Mazzitti & Sullivan twice during the specified time.

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