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, 2020 through March 31, 2021. 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, 2020 through March 31, 2021.

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, 2020 through March 31, 2021.

Job Fairs
Individuals with significant hiring responsibility; Alan Wadsworth, current Human Resources Director; 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, 2020 to and including March 31, 2021.

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)(i) 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.
<table>
<thead>
<tr>
<th>Source Name</th>
<th>Address</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian American Journalist Association</td>
<td>5 Third Street, Suite 1108, San Francisco, CA 94103</td>
<td></td>
</tr>
<tr>
<td>BlackJobs.com</td>
<td>Diversity City Media, Inc, 440 W. San Ysidro Blvd, Suite 430968, San Ysidro, CA 92143</td>
<td>614.595.6063</td>
</tr>
<tr>
<td>Corporation for Public Broadcasting</td>
<td>401 9th Street, NW Washington, DC 20004-2129, 877.227.5511</td>
<td></td>
</tr>
<tr>
<td>Diversity.com</td>
<td>706.835.1330</td>
<td></td>
</tr>
<tr>
<td>HispanicJobs.com</td>
<td>Diversity City Media, Inc, 440 W. San Ysidro Blvd, Suite 430968, San Ysidro, CA 92143</td>
<td>614.595.6063</td>
</tr>
<tr>
<td>Indeed</td>
<td>201 W 5th St, Austin, TX 78701, 800.475.4361</td>
<td></td>
</tr>
<tr>
<td>Institute for Nonprofit News</td>
<td>714 W Olympic Blvd Ste 931, Los Angeles, CA 90015, 818.582.3560</td>
<td></td>
</tr>
<tr>
<td>Journalism Jobs</td>
<td>Berkeley, CA, 510.508.7386</td>
<td></td>
</tr>
<tr>
<td>LinkedIn</td>
<td>2029 Steerlin Court Suite 200, Mountain View, CA 94043, 650.906.9456</td>
<td></td>
</tr>
</tbody>
</table>

WITF Recruiting Source Contact Information
No Sources Requested for all job openings
For the period covering April 1, 2020 to March 31, 2021
### Appendix 1 to Annual EEO Public File Report Form
Covering the period from April 1, 2020 to March 31, 2021
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

<table>
<thead>
<tr>
<th>Available Position Title</th>
<th>Location of Recruitment</th>
</tr>
</thead>
</table>
| StateImpact PA Reporter                  | witf.org  
JournalismJobs.com  
National Association of Black Journalists  
National Association of Hispanic Journalists  
CPB.org  
Pennlive  
Sunday Patriot News  
**Internal Candidate** |
|                                          | **Staff Referral**                                           |
| All Things Considered Host              | witf.org  
Pennlive  
JournalismJobs.com  
National Association of Black Journalists  
National Association of Hispanic Journalists  
CPB.org  
Public Media Journalists Association |
| Report for America Reporter             | witf.org  
papost.org  
**Report for America**                   |
| Assistant to the President/CEO          | witf.org  
**LinkedIn**  
Sunday Patriot News  
Pennlive  
CPB.org  
Employee Referral |
| Part Time Production Crew (2)           | witf.org  
CPB.org  
Sunday Patriot News  
Pennlive  
**Indeed (Picked Up)**  
**Rehire** |
| PPR Capitol Bureau Chief                | witf.org  
Pennlive  
JournalismJobs |
<table>
<thead>
<tr>
<th>Position</th>
<th>Sources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Data Analyst</td>
<td>witf.org, CPB.org, INN.org, BlackJobs.com, HispanicJobs.com, LinkedIn, Sunday Patriot News</td>
</tr>
<tr>
<td>Accounting Supervisor</td>
<td>witf.org, Pennlive, Sunday Patriot News, CPB.org, LinkedIn, Diversity.com</td>
</tr>
<tr>
<td># of Interviews</td>
<td>Date of Hire or Status</td>
</tr>
<tr>
<td>-----------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>1</td>
<td>4/26/2020</td>
</tr>
<tr>
<td>1</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>4/27/2020</td>
</tr>
<tr>
<td>3</td>
<td>5/13/2020 (2)</td>
</tr>
<tr>
<td>1</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>6/15/2020</td>
</tr>
<tr>
<td>1</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>6/17/2020</td>
</tr>
<tr>
<td>1</td>
<td>4/9/2020</td>
</tr>
<tr>
<td>1</td>
<td>8/5/2020</td>
</tr>
</tbody>
</table>
COMMUNITY OUTREACH ACTIVITIES

WITF engaged in the following initiatives from the period beginning April 1, 2020 through March 31, 2021.

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 Content Promotions intern during the Spring 2021 semester

These students came from the following colleges and universities:
- Messiah University

Job Fairs
Human Resources attended the following job fairs:

Juniata College Spring Job/Internship Fair  
Location: Virtual Fair through Juniata College, Huntingdon, PA  
Date: 2/26/2021

Central Pennsylvania Employment Consortium Spring College Job/Internship Fair  
Location: Virtual Fair through the CPEC, Harrisburg, PA  
Date: 3/3/2021

Community Events designed to inform and educate members of the public as to employment opportunities in broadcasting
WITF was unable to conduct public tours during this time period due to the COVID-19 pandemic.

On December 16, 2020, several members of our Content Team along with our President/CEO held a virtual workshop with students from the Harrisburg City School District. Students learned more about journalism/editing, television production/editing, graphic design, social media use in journalism. The students who participated listed Arts, Audio/Visual Technology, and Communications as potential career paths. Staff participants included: Ron Hetrick (President), Scott Blanchard (StateImpact Editor), Keira McGuire (Producer), Tom Downing (Sr. Motion Graphics Specialist), Lisa Wardle (Digital Manager), and Kate Landis (Events Manager).

From January 2021 to present, WITF Reporter Anthony Orozco has been working with 12 high school students in the Reading School District to learn how to research and write stories on a variety of topics including mental health in Black teen girls, how ableism affects people, pressure on teens to excel, and colorism. He also piloted the program with 2 recent college graduates in Reading, Pa to help them write stories on a local Latina artist and the Latino community’s participation in the census. One story was featured online at https://www.barrioalegria.com/post/front-page-story-jada and another was featured in Barrio Alegria’s physical edition of the magazine.
**Training as to methods of equal employment opportunity**

WITF continued the use of an updated online training module on harassment and diversity in conjunction with the Corporation for Public Broadcasting for 2020. The training is required for all active employees and interns at hire and is provided annually between August and September.

All new employees receive training on harassment and diversity as well as WITF’s policies on both topics during formal new hire orientation on their first day of employment. Employees who receive an annual performance review receive feedback on their performance and commitment to organizational diversity.

Alan Wadsworth, Director of HR, attended a webinar entitled *Moving Toward Authentic Diversity and Inclusion* through The Public Media Business Association on 10/8/2020.

Alan Wadsworth, Director of HR, completed trainings through LinkedIn Learning on *Diversity, Inclusion, and Belonging* (6/10/2020), *Developing a Diversity, Inclusion, and Belonging Program* (7/29/2020), and *Rolling out a Diversity and Inclusion Training Program in Your Company* (10/15/2020).