

FEDERAL COMMUNICATIONS COMMISSION
EQUAL EMPLOYMENT OPPORTUNITY ACTIVITIES REPORT
APRIL 1, 2025 – MARCH 31, 2026
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, 2025 through March 31, 2026. 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, 2025 through March 31, 2026.

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, 2025 through March 31, 2026.

Job Fairs

Individuals with significant hiring responsibility:
Alan Wadsworth, current Sr. Human Resources Director
Alice Lawson, Human Resources Generalist
Nehemiah Romig, current Human Resources Assistant
Ted Sickler, LNP Director of Content (subsidiary)

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, 2025 to and including March 31, 2026.

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, 2024 to March 31, 2025

Mountain View, CA 94043
650.906.9456

BlackJobs.com
Diversity City Media, Inc
440 W. San Ysidro Blvd
Suite 430968
San Ysidro, CA 92143
614.595.6063

LNP and LancasterOnline
101 North Queen
Lancaster, PA 17603
717.291.8831

National Association of Black Journalists
1100 Knight Hall, Suite 3100
College Park, MD 20742
301.405.0248

Corporation for Public Broadcasting
401 9th Street,
NW Washington, DC 20004-2129
877.227.5511

WITF.org
4801 Lindle Road
Harrisburg, PA 17111
717.704.3000

Handshake
225 Bush Street, 12th Floor
San Fransico, CA 94102
handshake@m.joinhandshake.com

Harrisburg Chamber of Commerce
3211 North Front Street, Suite 201
Harrisburg, PA 17110
717.232.4099

Indeed
Austin Indeed Tower (HQ)
200 West 6th Street
Floor 36
Austin, TX 78701

LinkedIn
2029 Stierlin Court Suite 200

COMMUNITY OUTREACH ACTIVITIES

WITF engaged in the following initiatives from the period beginning April 1, 2025, through March 31, 2026.

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 Audio Production intern Summer 2025 semester supervised by John Kinzer
- 1 Multimedia Production intern Fall 2025 semester supervised by John Kinzer

These students came from the following colleges and universities:

- Central Penn College
- Ithaca College

Job Fairs

WITF Staff attended the following job fairs:

- Millersville University Spring Job Fair
 - Location: Student Memorial Center ('Ville Courts)
 - Date: 4/1/2025
- Attendees: Ted Sickler, LNP Director of Content (subsidiary)
- Albright College Spring 2026 Job Fair
 - Location: Albright College-Kennedy Rec Center
 - Date: 3/12/2026
 - Attendees: Alan Wadsworth (Sr. HR Director)
- York College Spring 2026 Job Fair, March 18, 2026
 - Location: York College – Grumbacher Sport & Fitness Center
 - Date: 3/18/2026
 - Attendees: Nehemiah Romig (HR Assistant) & Alice Lawson (HR Generalist)

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

WITF hosted a class of students from Warwick High School on April 1 of 2025. The production team gave the students an introduction to podcasting. Emma Halsey (Audio Producer) took the lead on the podcast demonstration. She covered the marketing aspect of podcasting which included elements like crafting a title that is unique and grabs the audience's attention. Other Aspects of marketing included defining your target audience and creating a podcast cover art. The students also learned about the editing/technical side of podcasting. Those elements included creating an outline/ and or script, making sure your script is easy for the average listener to follow along, Using a welcome and send off phrase, learning how to tease your next topic for future episodes, editing out any awkward pauses/silence, making sure everything flows nicely for the listener, learning how to speak clearly and naturally without rushing through the script, practicing speaking using

audience-friendly language and avoid overly technical jargon, making sure the audio is clear with no distraction background noise, and acknowledging or giving credit to your research sources.

WITF staff facilitated with job shadowing a local high school student. Kylie Heim, a junior from Lower Dauphin High School shadowed Karen Hendricks (Host/Producer) on September 26th, 2025. Kylie was able to gain a hands-on perspective about what it would take to become a broadcast announcer.

Alan Wadworth, Sr Director of HR, presented to students on topics to assist with finding internship opportunities and how to apply at Millersville University's "Know Before You Go" event on March 18, 2026. He specifically shared tips for interviewing and presentation in an interview setting.

Appendix 1 to Annual EEO Public File Report Form

Covering the period from April 1, 2025 to March 31, 2026

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

**Sources listed as "Picked Up" were not posted by WITF staff; the job postings were picked up by the listed job boards

Position Available Position Title	Sources Listed Location of Recruitment	No. of Applicants # of Interviews	Date of Hire or Status
Chief Financial Officer	WITF	1	7/7/2025
	LinkedIn		
	Harrisburg Chamber of Commerce		
	Consultant Referral	1	3/31/2025
	Indeed (P/U)	1	
	ZipRecruiter (P/U)	1	
Senior Broadcast Engineer	WITF		
	CPB		
	Harrisburg Chamber of Commerce		
	LinkedIn	1	4/28/2025
Part Time Radio Host	WITF	1	6/2/2025
	Indeed (P/U)	1	8/18/2025
	LNP		
	CPB		
	LinkedIn		
Television Production Crew	WITF	1	5/22/2025
	LNP		
	CPB		
	Indeed (P/U)	2	7/8/2025
Secondary Education Program Coordinator	WITF	4	8/11/2025
	Harrisburg Chambers of Commerce		
	LNP		
	CPB		
	LinkedIn		
Elementary Education Program Coordinator	WITF	3	8/18/2025
	Harrisburg Chambers of Commerce		
	LNP		
	CPB		
	LinkedIn		
State Capital Reporter	WITF		
	NABJ		
	LNP		
	AAJA		
	CPB		
	Internal Candidate	1	10/1/2025
Audience Editor	WITF	1	9/2/2025
	CPB		
Marketing & Communications Specialist	WITF		

	Employee Referral		10/6/2025
	American Marketing Association		
	Handshake		
	LinkedIn		
Strategic Partnership Manager			
	WITF	1	10/1/2025
	Indeed		
	CPB		
	LNP		
	LinkedIn		
	Handshake		
Grants Specialist			
	WITF		
	LinkedIn	1	12/17/2025
	Indeed		
	CPB		
	Handshake		
	Philanthropy News Digest		
Account Executive			
	WITF		
	Internal Candidate	1	1/8/2026