

Appendix 1
Annual EEO Public File Report Form

Station(s) Comprising Station Employment Unit:
WKBS-TV, Altoona, PA, FAC ID: 13929
WPCB-TV, Greensburg, PA, FAC ID: 13924

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) 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(s): WKBS-TV and WPCB-TV 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 this Report covers the time period beginning April 1, 2014 and including March 31, 2015 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(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 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.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

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

Covering the Period from April 1, 2014 to March 31, 2015

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Section 1: Vacancy Information

	Full-time Positions Filed by Job Title	Recruitment Source of Hiree
1	Special Project Associate Producer	1

Total Number of Persons Interviewed During Applicable Period: 5

Appendix 2
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Covering the Period from April 1, 2014 to March 31, 2015

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Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Full-time Positions for Which This Source was Utilized	Total Number of Interviewees This Source Has Provided During This Period
1	Ms. Sheila Moorefield NAACP 2203 Wylie Avenue Pittsburgh, PA 15213 412-621-8977	1	0
2	Ms. Esther Bush Urban League of Pittsburgh 610 Wood Street Pittsburgh, PA 15222 412-227-4216	1	0
3	Pastor Pat Sutton South Hill Assembly of God 2725 Bethel Church Road Bethel Park, PA 15102 412-835-8900	1	0
4	Job Placement Office Jarene Barnes Bidwell Training Ctr. 1650 Metropolitan St. Pittsburgh, PA 15233 412-323-4000 x213	1	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Full-time Positions for Which This Source was Utilized	Total Number of Interviewees This Source Has Provided During This Period
5	Career Placement Dir. Robert Kmetc CCAC 808 Ridge Avenue Pittsburgh, PA 15212 412-237-2511 csteele@ccac.edu	1	0
6	Ms. Laurie Lesoon Riverside Community Church 401 Allegheny Avenue Oakmont, PA 15135 412-828-2488	1	0
7	Mrs. Benita Stout Covenant Church of Pittsburgh, 1111 Wood Street PA 15221 412-731-6221	1	0
8	Ms. Nancy Harry Monroeville Assembly Of God 4561 Old William Penn Highway Monroeville, PA 15146 412-856-7900	1	0
9	Ms. Beverly Leafher Northway Christian Community 12121 Perry Hwy Wexford, PA 15090 724-935-6800	1	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Full-time Positions for Which This Source was Utilized	Total Number of Interviewees This Source Has Provided During This Period
10	Grove City College James T. Thrasher Dir Career Placement 1000 Campus Drive Grove City, PA 16127	1	0
11	Westminster College Jackie Meade West Hall New Wilmington, PA 16172	1	0
12	Point Park College Angela Scaramucci 201 Wood Street Pittsburgh, PA 15222	1	0
13	Robert Morris College Sheila Broman Narrows Run Road Coraopolis, PA 15108	1	0
14	Univ. of Pittsburgh Dr. John Garies Att: Julie Rosol 1117 Cathedral Of Learning Pittsburgh, PA 15260 412-624-6567	1	0
15	Seton Hill College George Carter Employer Relation Coordinator Seton Hill Drive Greensburg, PA 15601-724-552-4390	1	0
16	Erica Clark Career Service Penn State University 4000 University Dr. McKeesport, PA 15132- 412-675-9117	1	0

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Full-time Positions for Which This Source was Utilized	Total Number of Interviewees This Source Has Provided During This Period
17	Indiana University Of PA Jan Shellenbarger Career Dev. Center 201 Pratt Drive Suite 302 Indiana, PA 15705 724-357-2235	1	0
18	California University of PA Career Services, Dir Rhonda Gifford 250 University Ave. California, PA 15419 724-938-1510	1	0
19	Ms. Nancy DiPeitro Pittsburgh .East Full Gospel Church 2015 O'Block Road Pitt, PA 15239 412-793-1600	1	0
20	Jobing.com	1	3
21	Ctvn.org	1	2

* Indicates sources that have requested notification of job openings. The station websites include a notice seeking organizations that wish to receive such vacancy notifications.

** The station used these sources for a one time opening.

Appendix 3
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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WKBS-TV and WPCB-TV

1. Cornerstone has an established/ongoing internship program that is designed to assist students from local educational institutions to acquire skills needed for broadcast employment. Interns receive academic credit for participation in the program.
2. Cornerstone has an established/ongoing training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.
3. Cornerstone conducted a series of training programs for management level personnel which outlined EEO requirements and discussed how to prevent discrimination. The training was attended by the Directors of Operation, Director of Outreach, Director of Production, Chief Financial Officer and the Chief Executive Officer. The training sessions were undertaken on the following dates in 2014:

1. 2/26
2. 4/4
3. 12/3
4. 12/8

4. The Station Employment Unit's Sales Manager participated as a speaker at several events which promoted general outreach to the surrounding communities. Those events, occurring in 2014, included:

April

- | | |
|---|---|
| 2 | Senior Care Plaza |
| 3 | Chippewa United Methodist Church "Diamond Dreams" |

Baseball/Softball Camp

- | | |
|-----------|---|
| 4, 11, 18 | Light of Life Rescue Mission Chapel |
| 10 | Plum Mustang Hockey Banquet |
| 24 | PTA "Reflections" Awards Dinner |
| 25-27 | Chicago Hope Academy/Near West Side Little League Baseball Camp |
| 27 | Plum Senior High School Distinguished Alumni Banquet |

May

- | | |
|--------------|-------------------------------------|
| 2, 9, 16, 30 | Light of Life Rescue Mission Chapel |
|--------------|-------------------------------------|

9	Interfaith Human Services “Centre Sings”
17	Legends for Youth East Cleveland Baseball/Softball Clinic
18	Plum Senior High School Girls Softball Banquet

June

11	Urban Impact CSI Baseball/Softball Camp
13, 20	Light of Life Rescue Mission Chapel
19	Sandy Lake Wesleyan Vacation Bible School
26	North Apollo CSI Baseball/Softball Camp

July

1	Kittanning CSI Baseball/Softball Camp
12	Cambria County Sports Hall of Fame Induction Ceremony
13	Homestead Avenue United Methodist Church
15	Urban Impact Baseball/Softball Camp
18, 25	Light of Life Rescue Mission Chapel
24	Freeport International Baseball Tournament
26	Harvest Community Church Congregational Meeting

August

3	North Wildwood United Methodist Church
6	Beulah Presbyterian Church Sports Camp
8, 15	Light of Life Rescue Mission Chapel

September

5, 12, 19, 26	Light of Life Rescue Mission Chapel
6	International Word of Faith Financial Wellness Seminar
18	Light of Life Rescue Mission Volunteer Appreciation Banquet
21	Swisshelm Park Primitive Methodist Church
27	Plum Borough School District Foundation Inaugural Banquet

October

1	Holy Trinity Greek Orthodox “Faith & Family Night”
3, 17, 31	Light of Life Rescue Mission Chapel
8	Penn Hills Kiwanis
16	Murrysville First United Methodist Church “All In Men”
19	Dream Center “Diamond Dreams” Baseball/Softball Camp
20	Rodman Street Missionary Baptist Church “Fall Classic”

November

1	Christian Sports International Pheasant Hunt
6	Chippewa United Methodist Church “All in Men”
7, 14, 21	Light of Life Rescue Mission Chapel
8	East Suburban Family YMCA Dedication
12	Wiley Drake Show
16	Rodman Street Missionary Baptist Church
19	WPXI’s “Talking Pittsburgh” & “Impact” Programs

December
5, 12, 19
14

Light of Life Rescue Mission Chapel
Holiday Park Church Preschool Community Christmas Music Program

Job Fairs

Robert Morris University on Tuesday, April 8, 2014, 8:00 AM to 4:00 PM
Duquesne University on Wednesday, February 11, 2015, 8:00 AM to 3:00 PM
Attended by the HR Manager and the Special Project Associate Producer.