

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, 2015 and including March 31, 2016 (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, 2015 to March 31, 2016

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Section 1: Vacancy Information

	Full-time Positions Filed by Job Title	Recruitment Source of Hiree
1	Associate Producers	Jobing/ctvn.org
2	Partner Services Assistant	ctvn.org

Total Number of Persons Interviewed During Applicable Period: 6

Appendix 2
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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	1-2	0
2	Ms. Esther Bush Urban League of Pittsburgh 610 Wood Street Pittsburgh, PA 15222 412-227-4216	1-2	0
3	Pastor Pat Sutton South Hill Assembly of God 2725 Bethel Church Road Bethel Park, PA 15102 412-835-8900	1-2	0
4	Job Placement Office Jarene Barnes Bidwell Training Ctr. 1650 Metropolitan St. Pittsburgh, PA 15203 412-323-4000 x213	1-2	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 Director Darla Colemena CCAC 808 Ridge Avenue Pittsburgh, PA 15212 412-237-2511 csteele@ccac.edu	1-2	0
6	Ms. Laurie Lesoon Riverside Community Church 401 Allegheny Avenue Oakmont, PA 15135 412-828-2488	1-2	0
7	Mrs. Benita Stout Covenant Church of Pittsburgh, 1111 Wood Street PA 15221 412-731-6221	1-2	0
8	Ms. Nancy Harry Monroeville Assembly Of God 4561 Old William Penn Highway Monroeville, PA 15146 412-856-7900	1-2	0
9	Ms. Beverly Leasher Northway Christian Community 12121 Perry Hwy Wexford, PA 15090 724-935-6800	1-2	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	1-2	0
11	Westminster College Jackie Meade West Hall New Wilmington, PA 16172	1-2	0
12	Point Park College Angela Scaramucci 201 Wood Street Pittsburgh, PA 15222	1-2	0
13	Robert Morris College Sheila Broman Narrows Run Road Coraopolis, PA 15108	1-2	0
14	Univ. of Pittsburgh Dr. John Garies Att: Julie Rosol 1117 Cathedral Of Learning Pittsburgh, PA 15260 412-624-6567	1-2	0
15	Seton Hill College George Carter Employer Relation Coordinator Seton Hill Drive Greensburg, PA 15601-724-552-4390	1-2	0
16	Erica Clark Career Service Penn State University 4000 University Dr. McKeesport, PA 15132- 412-675-9117	1-2	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	1-2	0
18	California University of PA Career Services, Dir Rhonda Gifford 250 University Ave. California, PA 15419 724-938-1510	1-2	0
19	Ms. Nancy DiPeitro Pgh.East Full Gospel Church 2015 O'Block Road Pitt, PA 15239 412-793-1600	1-2	0
20	Ctvn.org	1-2	3
21	Jobing.com	1-2	3

* 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. 3/2/15
 2. 6/22/15
 3. 9/2/15
4. The Station Unit's Sales Manager participated as a speaker at several events which promoted general outreach to the surrounding communities. Those events, are April 1, 2015, through March 27, 2016:

Light of Life Rescue Mission

Apr 10, 17
May 1, 15, 22, 29
Jun 5, 12, 19, 26
Jul 10, 17, 31
Aug 7, 28
Sep 4, 11, 18, 25
Oct 2, 9, 16, 23, 30
Nov 13, 20
Dec 4, 11, 18, 25
Jan 8, 15, 22
Feb 5, 12, 26
Mar 11, 27

Christian Sports International

Apr 24-26 - Chicago Hope Academy / Near West Side Chicago Baseball/Softball Camp
May 4 - CSI Celebrity Golf Outing
Jul 4 & 5 - Weekend Worship Services at Life Changing Realities Fellowship in Edgerton, OH
Jul 23 - Freeport International Baseball Tournament Celebrity Old-Timers Game
Nov 19 - CSI 25th Anniversary Celebration with Clint Hurdle
Feb 21 - Coaches Clinic for Urban Impact Northside

Holiday Park Church

Apr 8, 15, 22, 29, May 6 - Wonderful Wednesdays Series on the Character of a Champion
Apr 10 - "Diamond Dreams" Camp at Pre-School
Dec 6 - Pre-School Christmas Musical
Dec 20 - Community Christmas Musical
Mar 25 - Good Friday Tenebrae Worship Service

"Sunday Light" Community Evening Worship Service

Feb 28
Mar 6, 13, 20, 27

Other Outreach Events

Apr 23 - "Reflections" Award Dinner at Plum Senior High School
Apr 26 - Plum Distinguished Alumni Banquet at Oakmont Country Club
Apr 29 - Churchill Rotary Club
Apr 30 - Family Fun Math Night at Holiday Park Elementary in Plum
May 1 - River City Brass Band Concert at Plum Senior High School
May 14 - "Diamond Dreams" Baseball/Softball Camp at Chippewa UMC Community Center
May 15 & 16 - Pa/Del District Royal Rangers Pow Wow at Northmoreland Park
May 16 - Pittsburgh Riverhounds Pre-Game Chapel
May 18 - Career Day at Grandview Elementary School in Natrona Heights
May 27 - Regency Park Elementary School 6th Grade Graduation Ceremony
May 30 - Pittsburgh Riverhounds Pre-Game Chapel
June 8 - Stanford Baseball Academy Celebrity Golf Outing
June 18 - "Fun And Freedom" Youth Camp Leadership Team Gathering
Jul 26 - Living Word Congregational Church Sunday Morning Worship Service
Aug 2 - Swisshelm Park Primitive Methodist Church Sunday Morning Worship Service
Aug 7 - "Crossing Paths" Show Taping
Aug 16 - Plum Creek Presbyterian Church Sunday Morning Worship Service
Oct 28 - "Battle of the Books" at Plum Senior High School
Nov 12 - Plum Senior High School Sports Hall of Fame Induction Banquet
Dec 24 - CityReach Pittsburgh East Christmas Eve Worship Service
Dec 27 - Plum Creek Presbyterian Church Sunday Morning Worship Service
Jan 17 - Christian Life Church Sunday Morning Worship Service
Feb 12-14 - Teen Quest Snow Camp at the Teen Quest Ranch in Somerset
Mar 1 - "Read Across America" at Regency Park Elementary School in Plum

Job Fairs

Sheraton Hotel Station Square in Pittsburgh, Pennsylvania on Wednesday, March 30, 2016
At 11AM to 3PM. Hosted by Word FM 101.5 Radio Station.
Attended by the HR Manager.