

EEO PUBLIC FILE REPORT

FOR

WTAE-TV

This EEO Public File Report
Covers the One-Year Period
Ending on 03/31/16

EEO Annual Public File Report

WTAE-TV

This EEO Public File Report is filed in Station WTAE's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one year time period ending 03/31/16 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;
- * The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- * The total number of persons interviewed for each recruiting source over the Reporting Period.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Phyllis Zicarelli.

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WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
ASSISTANT CREATIVE SERVICE DIRECTOR Open Date: 11/24/2014 Hire Date: 4/13/2015	1-3, 5-15, 17-20, 22-23, 26-28, 30, 33-40, 43-47, 50-53, 55-62	15
ANCHOR/REPORTER Open Date: 1/9/2015 Hire Date: 4/27/2015	2-3, 5-14, 18-20, 22-23, 26-28, 30, 33-37, 39-40, 43-47, 50-53, 55-62	9
TV SALES ACCOUNT EXECUTIVE Open Date: 1/29/2015 Hire Date: 4/6/2015	1-3, 5-15, 18-23, 25-31, 33-40, 43-47, 50-53, 55-62	15
GENERAL ASSIGNMENT REPORTER Open Date: 3/9/2015 Hire Date: 5/25/2015	1-3, 5-10, 12-14, 18-20, 22-23, 26-28, 30-31, 33-37, 39-40, 43-48, 50-62	9
Director of Engineering Open Date: 3/30/2015 Hire Date: 6/1/2015	2-3, 5-10, 13-15, 19-20, 23, 27-28, 30, 33, 35, 37, 39-40, 43-47, 50-52, 55, 57-62	15
Client Service Specialist Open Date: 4/1/2015 Hire Date: 5/18/2015	1-3, 5-10, 12-16, 18-23, 26-28, 30-31, 33-35, 37, 39-48, 50-62	21
Dayside Executive Producer Open Date: 4/1/2015 Hire Date: 4/20/2015	2-3, 5-10, 12-16, 18-23, 26-28, 30-31, 33-35, 37, 39-48, 50-62	15
News Photographer Editor Open Date: 4/2/2015 Hire Date: 6/22/2015	2-3, 5-10, 12-14, 16, 18-23, 26-28, 30-31, 33-35, 37, 39-62	9
National Sales Assistant Open Date: 4/15/2015 Hire Date: 5/20/2015	1-3, 5-10, 12-14, 16, 18-20, 22-23, 26-28, 30-31, 33-37, 39-62	9
NEWS PRODUCER Open Date: 4/24/2015 Hire Date: 7/13/2015	1-3, 5-10, 12-14, 16, 18-20, 22-23, 26-28, 30-31, 33-37, 39-62	9
Account Executive Open Date: 5/7/2015 Hire Date: 12/7/2015	1-3, 5-10, 12-14, 16, 18-24, 26-62	21
General Assignment Reporter Open Date: 5/18/2015 Hire Date: 8/24/2015	2-3, 5-10, 12-14, 16, 18-23, 26-28, 30-31, 33-37, 39-62	53
Operator Technician Open Date: 8/13/2015 Hire Date: 9/13/2015	2-10, 12-16, 18-23, 26-31, 33-37, 39-52, 54, 56-62	15
Executive News Producer Open Date: 9/21/2015 Hire Date: 1/11/2016	2-3, 5-10, 12-16, 18-20, 22-23, 26-28, 30, 33-37, 39-54, 56-62	9

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 10/29/2015 Hire Date: 1/11/2016	1-10, 12-14, 16, 18-20, 22-23, 26-31, 33-37, 39-54, 56-62	29
Operator Technician Open Date: 1/15/2016 Hire Date: 2/22/2016	2-10, 13-16, 18-20, 22-23, 26-30, 33, 35, 37, 39-54, 56-62	29

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-271-4434 Email : slizik@602communications.com Graeme Newell	N	0
2	African American Institute Of Excellence 7209 Race Street Pittsburgh, Pennsylvania 15208 Phone : 412-242-8385 Email : saalih2000@yahoo.com Hakim Saalih Prong 2 Start Date: 2/22/2006	Y	0
3	Art Institute of Pittsburgh 420 Boulevard of The Allies Pittsburgh, Pennsylvania 15219 Phone : 412-291-6531 Email : dmelvin@aii.edu Dana Melvin Prong 2 Start Date: 11/30/2010	Y	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
5	Bethany College 304 Cramblet Hall Bethany, West Virginia 26032 Phone : 304-829-7150 Email : career@bethanywv.edu A Van Horn Prong 2 Start Date: 11/30/2010	Y	0

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Bidwell Training Center 1615 Metropolitan Street Pittsburgh, Pennsylvania 15233 Phone : 412-323-4000 ext 207 Email : pkubrick@mcg-btc.org Paula Kubrick Prong 2 Start Date: 4/1/2010	Y	0
7	Bradford School 707 Grant Street Pittsburgh, Pennsylvania 15219 Phone : 412-391-6354 Email : lbennecker@bradfordpittsburgh.edu Michelle Larocco Prong 2 Start Date: 11/30/2010	Y	0
8	Career Link 425 Sixth Avenue Suite 2200 Pittsburgh, Pennsylvania 15219 Phone : 877-345-5025 x145 Email : aharding@careerlink.com Alan Harding Prong 2 Start Date: 11/30/2010	Y	0
9	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : http://careers.hearsttelevision.com/ Career Services Manual Posting	N	21
10	Carlow College 3333 Fifth Avenue Pittsburgh, Pennsylvania 15213 Phone : 412-578-6067 Email : careercenter@carlow.edu Erin Bridgen Prong 2 Start Date: 11/30/2010	Y	0

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	CCAC/Homewood Campus 701 North Homewood Avenue Duplicate of CC Alga. Pittsburgh, Pennsylvania 15208 Phone : 412-371-1600 Email : bbradfor@ccac.edu Brenda Bradford	N	0
12	Collective Talent-Michaels Media 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com M Bille	N	0
13	Community College of Allegheny County 808 Ridge Avenue Pittsburgh, Pennsylvania 15212 Phone : 412-237-2545 R. Kmetz Manual Posting Prong 2 Start Date: 11/30/2010	Y	1
14	Council 3 Rivers American Indian Center 120 Charles Street Dorseyville, Pennsylvania 15238 Phone : 412-782-4457 Email : kjevsevar@cotraic.org Career Services Prong 2 Start Date: 11/30/2010	Y	0
15	Current Employee	N	12
16	Department of Veterans Affairs 2907 Pleasant Valley Blvd Altoona, Pennsylvania 16602 Phone : 877-626-2500 x4191 Email : jennifer.sklodowski@va.gov Jennifer Sklodowski	N	0
17	Dolan Media Management 3 North Court Street Frederick, Maryland 21701 Phone : 301-668-1511 Tom Dolan Manual Posting	N	1

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Duquesne University 600 Forbes Avenue Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 N Feldhues Manual Posting	N	0
19	Eastside Neighborhood Employment Center 5321 Penn Avenue Pittsburgh, Pennsylvania 15224 Phone : 412-362-8580 Email : reginalturner@yahoo.com Fax : 1-412-441-6918 B Woodward Prong 2 Start Date: 11/30/2010	Y	0
20	Emma Bowen Foundation for Minority Interests in Media 524 West 57th Street New York, New York 10019 Phone : 212-975-2545 Email : Sandra.Rice@nbcuni.com Sandra Rice Prong 2 Start Date: 6/1/2010	Y	0
21	Employee Referral	N	8
22	EqualityMagazines.com 13351 Riverside Dr. Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
23	Everest Institute 100 Forbes Avenue Pittsburgh, Pennsylvania 15222 Phone : 412-261-4520 Email : jobcenter@everttcc.edu Fax : 1-412-261-4546 Darin Martin Prong 2 Start Date: 6/19/2006	Y	0
24	Former Employee Referral	N	1
25	Former Intern	N	1

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Headline Media Management 888 Seventh Avenue Suite 503 New York, New York 10106 Phone : 212-728-2062 Email : Leff@Headlinemedia.tv Carol Leff	N	0
27	Higher Call World Outreach Church 1321 Mifflin Street P.O. Box 310 Homestead, Pennsylvania 15120 Phone : 412-464-0241 Email : highercallwoc@aol.com Florence Johnson Prong 2 Start Date: 11/30/2010	Y	0
28	Hill House Association 1835 Centre Avenue Pittsburgh, Pennsylvania 15219 Phone : 412-392-6436 Email : cellington@hillhouse.org Fax : 1-412-392-4462 Carmen Ellington Prong 2 Start Date: 11/30/2010	Y	0
29	Indeed.com 177 Broad Street 6th Floor Stamford , Connecticut 06901 Phone : 800-462-5842 Career Services Manual Posting	N	10
30	Indiana University of Pennsylvania 302 Pratt Hall Indiana, Pennsylvania 15705 Phone : 724-357-2234 Email : employer-recruitment@iup.edu Maggie Babco Prong 2 Start Date: 11/30/2010	Y	0
31	Liberal Arts Recruiting Consortium of Western PA 300 Fraser Purchase Road Latrobe , Pennsylvania 15650 Phone : (724) 805-2070 Career Services Manual Posting	N	0

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	LinkedIn.com 3355 Lenox Road, Suite 750 Atlanta, Georgia 30326 Career Services Manual Posting	N	1
33	Media Association of Pittsburgh 325 North Shore Drive Pittsburgh, Pennsylvania 15212 Phone : 412-389-1012 Email : vpcommunication@mediapittsburgh.com S Dowdell Prong 2 Start Date: 11/30/2010	Y	0
34	Medialine Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com M Shilstone	N	0
35	Mon Valley Initiative 303/305 East 8th Avenue Homestead, Pennsylvania 15120 Phone : 412-464-4000 Fax : 1-412-464-1750 Jefferson Brooks Prong 2 Start Date: 3/17/2010	Y	0
36	NAHJ 1050 Connecticut Ave NW 10th Flr Washington, District of Columbia 20036 Phone : 202.662.7145 Career Services Manual Posting	N	0
37	New Birth Ministries 520 Liberty Street #602 California, Pennsylvania 15419 Phone : 724-797-4283 Url : http://www.groups.yahoo.com/group/newbirthministri Email : revessie@me.com Rev Esther Scott Prong 2 Start Date: 6/3/2014	Y	0

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Non-Employee Referral	N	4
39	PA Career Link of Westmoreland County 151 Pavillion Lane Youngwood, Pennsylvania 15697 Phone : 724-755-2330 ext 101 Email : c-jalbrigh@state.pa.us J Albright Prong 2 Start Date: 11/7/2007	Y	0
40	PA CareerLink Pittsburgh/Allegheny County 304 Wood Street Pittsburgh, Pennsylvania 15222 Phone : 412-697-6679 Email : paul.broman@ulagency.org Paul Broman Prong 2 Start Date: 11/30/2010	Y	0
41	PA CareerLink Veterans 304 Wood Street Pittsburgh, Pennsylvania 15222 Phone : 412-552-1007 Email : jiweaverli@pa.gov Fax : 1-471-552-7051 Jill Counts-Weaverling	N	0
42	PA Dept of Labor and Industry 727 Goucher Street Section 10 Johnstown , Pennsylvania 15905 Phone : 814-255-6771 x3044 Email : thomfoley@pa.gov Thomas Foley	N	0
43	Penn State-Beaver Campus 100 University Drive Monaca, Pennsylvania 15061 Phone : 724-773-3561 Email : saw163@psu.edu Stephanie DeMarco Prong 2 Start Date: 11/30/2010	Y	0

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	Pennsylvania Association of Broadcasters 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Richard Wyckoff Manual Posting Prong 2 Start Date: 11/30/2010	Y	0
45	Pittsburgh Black Media Federation c/o Post-Gazette 34 Boulevard of The Allies Pittsburgh, Pennsylvania 15222 Phone : 412-263-1100 Email : nhill@post-gazette.com Natalie Hill Prong 2 Start Date: 11/30/2010	Y	0
46	Pittsburgh NAACP 2303 Wylie Avenue Pittsburgh, Pennsylvania 15219 Phone : 412-471-1024 Email : tcarlisle@naacp-Pittsburgh.org Fax : 1-412-471-1313 Twanda Carlisle Prong 2 Start Date: 11/30/2010	Y	0
47	Pittsburgh/Penn Technical Institute 1111 McKee Road Oakdale, Pennsylvania 15071 Phone : 412-809-5150 Email : smith@pti.edu J Smith Prong 2 Start Date: 11/30/2010	Y	0
48	POINT PARK UNIVERSITY 201 Wood Street Pittsburgh , Pennsylvania 15222 Phone : 412-392-3978 Url : www.pointpark.edu Email : ascaramucci@pointpark.edu Angela Scaramucci	N	0

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	1
50	Renewal, Inc. 312 Boulevard of the Allies Pittsburgh, Pennsylvania 15222 Phone : 412-697-1606 Email : info@renewalinc.com Charles Sullivan Prong 2 Start Date: 11/30/2010	Y	0
51	Robert Morris University 881 Narrows Run Road Coraopolis, Pennsylvania 15108 Phone : 412-299-2482 Email : broman@rmu.edu Sheila Broman Prong 2 Start Date: 11/30/2010	Y	0
52	St. Vincent College 300 Fraser Purchase Road Latrobe, Pennsylvania 15650 Phone : 724-537-4570 Email : courtney.baum@email.stvincent.edu Courtney Baum Prong 2 Start Date: 11/30/2010	Y	0
53	TV JOBS P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com/cgi-bin/jobs2/employers/post M Holloway Manual Posting	N	13
54	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
55	University of Phoenix, Pittsburgh Campus Penn Center West Bldg 6 Suite 100; Pittsburgh, Pennsylvania 15276 Phone : 412-747-9000 Troy Malovey Manual Posting Prong 2 Ended Date: 8/1/2015	N	0
56	University of Pittsburgh Career Services Pittsburgh, Pennsylvania 15260 Phone : 412-624-4141 Career Services Manual Posting	N	0
57	Urban League of Pittsburgh 610 Wood Street Pittsburgh, Pennsylvania 15222 Phone : 412-227-4172 Email : dwannamaker@ulpgh.org Darlene Wannamaker Prong 2 Start Date: 11/30/2010	Y	0
58	Waynesburg College 51 West College Street Waynesburg, Pennsylvania 15370 Phone : 724-852-3399 Email : mcoffman@waynesburg.edu Marie Coffman Prong 2 Start Date: 2/22/2006	Y	0
59	Westminster College Career Center New Wilmington, Pennsylvania 16172 Phone : 724-946-7339 Email : houghja@westminster.edu Jennifer Hough Prong 2 Start Date: 11/30/2010	Y	0

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

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60	Westmoreland County Community College 400 Armbrust Road Youngwood, Pennsylvania 15697 Phone : 724-925-4058 Email : noelc@wccc.edu Cheryl Noel Prong 2 Start Date: 2/12/2004	Y	0
61	Wilberforce University P.O. Box 1001 Wilberforce, Ohio 45384 Phone : 937-708-5252 Email : hwilliams@wilberforce.edu Hila Williams Prong 2 Start Date: 2/22/2006	Y	0
62	Women in Communications c/o Post-Gazette 34 Boulevard of The Allies Pittsburgh, Pennsylvania 15222 Phone : 412-263-2588 Email : kcarlin@post-gazette.com K Carlin Prong 2 Start Date: 11/30/2010	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			74

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/26/2015	Participation in events or programs sponsored by educational institutions	Guest speaker for an Advertising & PR Research class at Point Park University.	1	RESEARCH DIRECTOR
2	4/8/2015	Participation in events or programs sponsored by educational institutions	A station tour was given to 25 students and 1 teacher from a variety of broadcasting classes from Baldwin-Whitehall High School.	1	BROADCAST OPERATIONS MANAGER
3	4/15/2015	Participation in events or programs sponsored by educational institutions	A station tour was given to 18 students from the Broadcasting Club at Hempfield High School.	1	BROADCAST OPERATIONS MANAGER
4	4/15/2015	Participation in Job Fairs	During the National Association of Broadcasters (NAB) Annual Conference in Las Vegas, the National Association of Broadcasters Education Foundation (NABEF) hosted a Career Fair. Two Hearst Television representatives attended the career fair representing all HTV locations. The two representatives met with over 100 prospective applicants for open positions throughout HTV.	2	Director of Engineering Chief Engineer
5	4/29/2015	Participation in events or programs sponsored by educational institutions	A station tour was given to 12 students and 2 adults from North American Martyrs Catholic School TV Media Group.	1	BROADCAST OPERATIONS MANAGER
6	5/6/2015	Participation in events or programs sponsored by educational institutions	A station tour was given to 18 students and 1 advisor from the Media Club at Franklin Regional High School.	1	BROADCAST OPERATIONS MANAGER
7	5/13/2015	Participation in events or programs sponsored by educational institutions	A station tour was given to 8 students and 1 advisor from the News Team at Mount Pleasant area Junior-Senior High School in Westmoreland County.	1	BROADCAST OPERATIONS MANAGER

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	6/8/2015	Establishment of an intern program designed to assist members of the community	Emma Bowen Foundation Intern program in which students work for partner companies during summers until they graduate from college. During the 4 year program, students have an opportunity to learn many aspects of corporate operations and develop company-specific skills. Corporations have an opportunity to train/mentor students with the option of FT employment upon completion of college. One student participated this year.	1	NEWS DIRECTOR
9	7/15/2015	Participation in events sponsored by community groups	A station tour was given to 10 young women and 5 adults from Girl Scout Troop 20469 from the Franklin Regional School district.	1	BROADCAST OPERATIONS MANAGER
10	7/29/2015	Participation in events sponsored by community groups	A station tour was given to 16 children and 1 adult from the Abundant Life of Joy summer camp group.	1	BROADCAST OPERATIONS MANAGER
11	9/1/2015	Establishment of an intern program designed to assist members of the community	WTAE-TV offers internships during the summer, fall and winter academic terms to college students who are contemplating careers in broadcasting. Student interns are assigned to the Sales & Marketing departments and are under the direct supervision of the department head. Six (6) interns participated in the Summer Internship Program, One (1) intern participated in the Fall Internship Program and four (4) interns participated in the Winter Internship Program.	2	SALES & MARKETING RESEARCH DIRECTOR
12	10/5/2015	Participation in events or programs sponsored by educational institutions	A freshman student is chosen to shadow 20 hours of exposure to a workplace related to their area of interest. This is a way for the student to see what a job entails, what the work culture looks like and gain networking experience. The student brings their experience back to the classroom and shares what they learned. We had 1 participant from Point Park University.	1	RESEARCH DIRECTOR

WTAE-TV
EEO PUBLIC FILE REPORT
March 26, 2015 - March 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
13	10/14/2015	Participation in Job Fairs	The Western PA Career Services Assoc. hosted a job fair attended by our Research Director. WestPACS is an independent, non-profit consortium of career services professionals representing the member community colleges, colleges and universities of Western PA.	1	RESEARCH DIRECTOR
14	10/22/2015	Participation in Job Fairs	Recruit Military Veteran Career Fair is a free hiring event for veterans. Their mission is to help organizations excel by attracting, appreciating and retaining America's best talent, its veterans.	2	DIRECTOR OF ENGINEERING PAYROLL/HR ADMINISTRATOR
15	10/28/2015	Participation in events or programs sponsored by educational institutions	Guest speaker at Hempfield High School career day.	1	BUSINESS MANAGER
16	11/4/2015	Participation in events sponsored by community groups	A station tour was given to 8 young women and 3 adults from Girl Scout Troop 55043 from Bethel Park, PA.	1	BROADCAST OPERATIONS MANAGER
17	11/5/2015	Participation in events or programs sponsored by educational institutions	Guest speaker at Gettysburg College Business & Economics class.	1	PRESIDENT & GM
18	11/11/2015	Participation in events or programs sponsored by educational institutions	A station tour was given to 25 students and 3 adults from Aquinas Academy Gibsonia, PA.	1	BROADCAST OPERATIONS MANAGER
19	1/6/2016	Participation in events or programs sponsored by educational institutions	A station tour was given to 12 students and 2 advisors from the TV class at Thomas Jefferson High School.	1	BROADCAST OPERATIONS MANAGER
20	1/20/2016	Participation in events or programs sponsored by educational institutions	A station tour was given to 12 students and 1 advisor from the TV Class at North Hills High School.	1	BROADCAST OPERATIONS MANAGER
21	1/21/2016	Participation in events or programs sponsored by educational institutions	Guest speaker at Point Park University School of Business MBA marketing class.	1	RESEARCH DIRECTOR