

**WPMT-TV**  
**EEO PUBLIC FILE REPORT**  
**September 19, 2019 - March 20, 2020**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Photographer/Editor	1-17, 19-23	1
Multi-Skilled Reporter/Assignment Editor	1-3, 5-23	1
Producer / Assignment Editor #8404	1-3, 5, 8-13, 17, 19, 21-23	1

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	4
2	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : <a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a> Michael Bille	N	0
3	Crispus Attucks Job Center 605 South Duke Street York, Pennsylvania 17403 Phone : 717-848-3610 Email : <a href="mailto:Cmaxfield@crispusattucks.org">Cmaxfield@crispusattucks.org</a> Chuck Maxfield	N	0
4	Employee Referral	N	1
5	Howard University 525 Bryant Street, NW Room 107 Washington, District of Columbia 20059 Phone : 202-806-5806 Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
6	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting	N	1
7	Indeed.com	N	3
8	JFC Staffing Associates 430 Loucks Road York, Pennsylvania 17404 Phone : 717-755-3100 Email : <a href="mailto:heatherw@jfcstaffing.com">heatherw@jfcstaffing.com</a> Heather Walters	N	0

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9	Medialine 1209 Wood Valley Road Pacific Grove, California 93950 Phone : 706-364-7564 Email : medialine@medialine.com Rich Eberitt	N	0
10	Millersville University PO Box 1002 Career Services Millersville, Pennsylvania 17551 Phone : 717-872-3312 Email : careers@millersville.edu Patty Taggart	N	0
11	Morgan State University C-224 Montebello Complex 1700 E Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3110 Email : careers@morgan.edu William Carson	N	0
12	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
13	Penn State - Harrisburg 777 W Harrisburg Pike Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : cmg11@psu.edu Colleen Monismith	N	0
14	Susquehanna University Center for Career Services Selinsgrove, Pennsylvania 17870 Phone : 570-372-4146 Email : moorelt@susqu.edu Keesha Moore	N	0
15	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting	N	0

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16	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting	N	1
17	tvjobs.com P.O. Box 4116 Oceanside, California Online Posting Manual Posting	N	0
18	Walk In	N	1
19	WPMT Station Website 2005 South Queen Street York, Pennsylvania Phone : 216-432-4293 Cheryl Thorne Manual Posting	N	0
20	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
21	York College of Pennsylvania Career Development Center York, Pennsylvania 17405 Phone : 717-815-1908 Email : <a href="mailto:abaldwin@ycp.edu">abaldwin@ycp.edu</a> Alice Baldwin	N	0
22	York County Economic Alliance 1440 Roosevelt Drive York, Pennsylvania 17401 Email : <a href="mailto:mcumor@yceapa.org">mcumor@yceapa.org</a> Michela Cumor	N	0
23	YTI Career Institute 1405 Williams Road York, Pennsylvania 17404 Phone : 717-757-8124 Email : <a href="mailto:monica.young@yti.edu">monica.young@yti.edu</a> Monica Young	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>11</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/1/2019	Establishment of training programs for station personnel	Trained employees on how to use Basware. Basware is electronic software that TEGNA utilizes to transact and exchange documents electronically such as purchase orders and invoices. The system allows stations to manage their vendor data as well as connect and pay partners.	14	All Sales Personnel
2	10/21/2019	Establishment of training programs for station personnel	WPMT attended a political training on the do's and don'ts for Sales and News to prepare for the elections.	3	President & General Manager Sales Director Local Sales Manager
3	10/23/2019	Participation in events or programs sponsored by educational institutions	WPMT attended Southern Elementary School for Career on Wheels. The Anchor spoke to the students on the careers and opportunity's in broadcast television.	1	Anchor/MSJ
4	10/25/2019	Participation in events sponsored by community groups	GM Chris Topf hosted a FOX43 News Strategy Summit to help build the future of our station's news operations. The participants spent two days in breakout groups brainstorming of best practices and coming up with new ideas help build the brand of FOX43.	24	News & Sales Employees
5	10/31/2019	Establishment of training programs for station personnel	WPMT attended an offsite sales training with Jim Doyle associates on Upgrade Selling to advertisers.	14	All Sales Personnel
6	11/4/2019	Establishment of training programs for station personnel	FOX43 sales team attended a training for TEGNA's digital product Premion. The sales team learned about Premion and the best ways to present and sale to a client.	14	All Sales Personnel
7	11/7/2019	Participation in events or programs sponsored by educational institutions	WCAL held a career day for 42 students. WPMT attended the Career Day at the Jewish Community Center. The station gave an overview of the many careers in the broadcasting/advertising field. In addition, after the career event, the students came to the station for a lunch/tour.	4	President & General Manager News Director Local Sales Manager Sales Director
8	11/21/2019	Establishment of training programs for station personnel	WPMT Sales team attended a TEGNA training sales webinar on Niche Industries, creative ides, and testimonials.	14	All Sales Personnel

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9	12/11/2019	Establishment of a mentoring program	Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	3	Anchor Anchor/MSJ Broadcast Director
10	1/15/2020	Establishment of training programs for station personnel	WPMT, Ed Albert went to the TEGNA corporate office in VA for Disinformation training. This is a training that teaches journalists how to identify and verify disinformation. The training will include tools and techniques for responsible debunking of false information.	1	Executive Producer
11	1/16/2020	Establishment of training programs for station personnel	WPMT Sales Team attended a TEGNA training webinar on, How to WIN in the Home Improvement Category.	14	All Sales Personnel
12	1/21/2020	Establishment of training programs for station personnel	WPMT had a training with TEGNA about launching our new app and website.	4	Producer Digital Content Producer Digital Content Producer Assistant New Director
13	1/21/2020	Participation in events or programs sponsored by educational institutions	WPMT attended Southern Elementary School for Weather-Science. The station Meteorologist spoke to students on the careers in News as a Meteorologist.	1	Meteorologist
14	1/24/2020	Participation in other activities designed by the station employment unit	WPMT held a tour for Jessica & Friends Community. The tour was for 6 people. This gave Jessica & Friends Community an opportunity to see a professional studio and see how a teams gets ready for a live news broadcast.	2	President & General Manager Sales Assistant
15	1/28/2020	Participation in events sponsored by community groups	WPMT attended a workshop for journalist for covering the 2020 elections. They learned the do's and don'ts of reporting during an election.	3	Executive Producer Anchor/MSJ Anchor/MSJ

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16	2/7/2020	Participation in events sponsored by community groups	WPMT emceed the York Go Red Women Luncheon. The Journalist discussed career tracks toward a career in the broadcast and journalism industry.	4	Multiskilled Journalist Traffic Manager Anchor/MSJ Meteorologist
17	2/13/2020	Participation in events or programs sponsored by educational institutions	WPMT attended Suburban High School's Careers in Journalism. The News Director spoke to the students on the careers and opportunity's in broadcast television.	1	News Director
18	2/13/2020	Participation in events or programs sponsored by educational institutions	WPMT FOX43 News anchor attended York Suburban High School Career Day on February 13, 2020. The students were told about the station, job opportunities currently available, and the application procedures.	1	Anchor/MSJ
19	2/18/2020	Establishment of training programs for station personnel	WPMT News had a training on the new Electronic News Production System Foundations.	4	Producer Graphics Design Manager Editor Assignment Editor
20	2/23/2020	Establishment of training programs for station personnel	WPMT attended the three day training for Jim Doyle Bootcamp. The sales team learned the best practices on how to upsell to an advertiser.	2	Local Sales Manager Digital Sales Manager
21	3/2/2020	Participation in events or programs sponsored by educational institutions	WPMT attended U-Gro Learning Centers for Read Across America. The Journalist spoke to the students about the activities in a newsroom and the day to day operations.	1	Multiskilled Journalist
22	3/3/2020	Establishment of training programs for station personnel	WPMT's Executive Producer, Ed Albert held a training for news about disinformation. This is a training that teaches journalists how to identify and verify disinformation. The training will include tools and techniques for responsible debunking of false information.	61	All News Personnel
23	3/5/2020	Establishment of training programs for station personnel	WPMT flew to Atlanta, GA for the day for a station visit to WXIA/WATL 11 Alive. They toured the station and see how the news department operated their master control/operations.	4	Anchor Promotion Manager Graphics Design Manager Executive Producer

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24	3/10/2020	Establishment of training programs for station personnel	News Department had a three day training on the new Electronic News Production System (ENPS) for Foundations, Essentials, Writers, Producers, Directors, and Admin.	61	All News Personnel