

**WPMT**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2022 - March 20, 2023**

**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>
Digital Desk Producer - 10629	2-4, 6, 11-14, 16, 18-20, 22-25	19
Digital Desk Producer - 10629	2-4, 6, 11-14, 16, 18-20, 22-25	19
Multi-Skilled Journalist-11779	1-4, 6, 9, 11-14, 16, 18-19, 22-25	19
Multi-Skilled Journalist-11779	1-4, 6, 9, 11-14, 16, 18-19, 22-25	19
Multi-Skilled Journalist-11779	1-4, 6, 9, 11-14, 16, 18-19, 22-25	19
Multi-Skilled Journalist-11779	1-4, 6, 9, 11-14, 16, 18-19, 22-25	19
Multi-Skilled Journalist-11779	1-4, 6, 9, 11-14, 16, 18-19, 22-25	19
Multi-Skilled Journalist-11779	1-4, 6, 9, 11-14, 16, 18-19, 22-25	19
Photojournalist -011927	2-4, 6, 8-9, 11-14, 16, 18-19, 22-23, 25	9
Photojournalist -011927	2-4, 6, 8-9, 11-14, 16, 18-19, 22-23, 25	19
Photojournalist -011927	2-4, 6, 8-9, 11-14, 16, 18-19, 22-23, 25	19
Photojournalist -011927	2-4, 6, 8-9, 11-14, 16, 18-19, 22-23, 25	19
Photojournalist -011927	2-4, 6, 8-9, 11-14, 16, 18-19, 22-23, 25	8
Editor/Production Assistant-12544	2-4, 6-7, 12-13, 16, 18-19, 22-23, 25	19
Anchor/Multi-Skilled Journalist-12750	2-6, 8-9, 12-13, 16, 18-19, 22-23, 25	19
Producer-12900	2-4, 6, 12-13, 16, 18-19, 22-23, 25	19
Producer-12900	2-4, 6, 12-13, 16, 18-19, 22-23, 25	19
Producer-12900	2-4, 6, 12-13, 16, 18-19, 22-23, 25	19
Director-12908	2-4, 6, 12-13, 16, 18-19, 22-23, 25	19
Digital Content Producer-12933	2-4, 6, 12-13, 16, 18-19, 22-23, 25	19
Anchor-13078	2-4, 6, 8, 11-13, 16-19, 22-23, 25	17
Meteorologist/MSJ-13129	2-4, 6, 12-13, 15-16, 18-19, 21-23, 25	21
Newscast Director-13487	2-4, 6, 10, 12-13, 16, 18-19, 22-23, 25	10
Assignment Editor-13722	2-4, 6, 10, 12-13, 16, 19-20, 22-23, 25	10

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

<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	Call In	N	1
2	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	2
3	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
4	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
5	Current Employee - Transfer/Promotion	N	1
6	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
7	Indeed.com	N	1
8	Indeed.com - Not Directly Contacted by SEU	N	3
9	Linked In	N	3
10	Linked In - Not Directly Contacted by SEU	N	4
11	Medialine 1209 Wood Valley Road Pacific Grove, California 93950 Phone : 706-364-7564 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Rich Eberitt	N	0

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12	Millersville University PO Box 1002 Career Services Millersville, Pennsylvania 17551 Phone : 717-872-3312 Email : careers@millersville.edu Patty Taggart	N	0
13	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
14	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
15	Other Source	N	1
16	Penn State - Harrisburg 777 W Harrisburg Pike Middletown, Pennsylvania 17057 Phone : 717-948-6260 Email : cmg11@psu.edu Colleen Monismith	N	0
17	Re-hire	N	1
18	Susquehanna University Center for Career Services Selinsgrove, Pennsylvania 17870 Phone : 570-372-4736 Email : marshtheresa@susqu.edu Theresa Marsh	N	0
19	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 753-854-6000 Url : www.TEGNA.com Job Board Manual Posting	N	59

**WPMT**  
**EEO PUBLIC FILE REPORT**  
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20	tvjobs.com P.O. Box 4116 Oceanside, California Online Posting Manual Posting	N	0
21	Walk In	N	1
22	WPMT Station Website 2005 South Queen Street York, Pennsylvania Phone : 216-432-4293 Cheryl Thorne Manual Posting	N	0
23	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
24	York County Economic Alliance 1440 Roosevelt Drive York, Pennsylvania 17401 Email : mcumor@yceapa.org Michela Cumor	N	0
25	YTI Career Institute 1405 Williams Road York, Pennsylvania 17404 Phone : 717-757-8124 Email : monica.young@yti.edu Monica Young	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>77</b>

**WPMT**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2022 - March 20, 2023**

**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	3/23/2022	Establishment of training programs for station personnel	Two day Premion Sales Summit. All Sales staff attended the virtual event to get the latest updates from Premion leadership, hear from publishing partners, and celebrate successes.	10	Account Executive Account Executive Account Executive Account Executive
2	3/24/2022	Establishment of training programs for station personnel	Sales team attended the Jim Doyle MoneyCall. The JDA team discussed the best examples of advertisers and categories to call on and close RIGHT NOW. As Jim Doyle said, Real-World. Real Relevant.	8	Local Sales Manager Account Executive Account Executive Account Executive
3	3/31/2022	Establishment of training programs for station personnel	Local Sales Manager attended the BIGC Design Training.	1	Local Sales Manager
4	4/5/2022	Establishment of training programs for station personnel	The Digital Team attended a training on Social Media Strategy. The training gave them updates on the latest trends and strategies in social media.	4	Digital Content Manager Digital Content Producer Digital Content Producer Digital Content Producer
5	4/6/2022	Establishment of training programs for station personnel	News Director is participating in TEGNA Crucial Conversation Training.	1	News Director
6	4/12/2022	Establishment of training programs for station personnel	Management team attended a training on Process Fairness.	6	News Director GM Director of Sales Chief Engineer
7	4/25/2022	Establishment of training programs for station personnel	Sports Reporter/Producer attended a three day Diversity training.	1	Sports Reporter/Producer
8	4/27/2022	Participation in events or programs sponsored by educational institutions	Management attended Eastern York High School to speak to students about broadcasting, resume tips, and practice mock interviews with the students.	5	Local Sales Manager News Director Assistant News Director GM
9	5/10/2022	Establishment of training programs for station personnel	Local Sales Assistant attended trainings for Premium Media 360. It was a Discovery Session and how to export templates for log times for clients.	1	Local Sales Assistant

**WPMT**  
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10	5/26/2022	Participation in events sponsored by organizations representing the community	FOX43 sponsored a Red Cross Blood Drive held at the Jewish Community Center. During the all day event, talent met and greeted viewers and answered questions about the steps of getting into broadcasting and how the news is produced day to day.	9	News Anchor Chief Meteorologist Meteorologist Anchor/MSJ
11	6/2/2022	Establishment of training programs for station personnel	Digital team was trained on Digital Writing Best Practices.	5	Digital Content Manager Digital Content Producer Digital Content Producer Digital Desk Producer
12	6/7/2022	Establishment of training programs for station personnel	Sales team attended training on, Using Matrix to your Advantage. The topics covered were email integration, Matrix for Mobile, List Builder, new features within Sales Outlook, Sales Productivity, Master Account List.	7	Account Executive Account Executive Account Executive Account Executive
13	6/8/2022	Establishment of training programs for station personnel	The News Department was trained on the Streaming Channel (FOX43+) which officially launched in June.	11	Digital Content Manager News Director Digital Content Producer Digital Content Producer
14	6/21/2022	Establishment of training programs for station personnel	Weather team and Digital team were trained on Hurricane Coverage Best Practices.	5	Meteorologist Chief Meteorologist Meteorologist Digital Content Producer
15	6/23/2022	Establishment of training programs for station personnel	Sales team attended the Jim Doyle MoneyCall. The JDA team discussed the best examples of advertisers and categories to call on and close RIGHT NOW. As Jim Doyle says, Real-World. Real Relevant.	7	Account Executive Account Executive Account Executive Local Sales Manager

**WPMT**  
**EEO PUBLIC FILE REPORT**  
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16	6/24/2022	Establishment of training programs for station personnel	The Q2 2022 TEGNA-wide Cybersecurity series training module focused on the security of our data. The training provided information on social engineering, a series of manipulative practices cyber criminals adopt to convince users to surrender confidential information or fall victim to phishing attacks. Human awareness and action are the best ways to prevent cybercrimes.	94	
17	Ongoing Event	Establishment of a mentoring program	FOX43 News Director is mentoring the Morning Content Director at the Hartford station.	1	News Director
18	7/10/2022	Establishment of training programs for station personnel	News Desk and Producers had Traffic software training.	10	Executive Producer Producer Assignment Editor Assistant News Director
19	7/19/2022	Establishment of training programs for station personnel	Chief Meteorologist attended a three day conference on, The Weather Company MAX Users Group Annual Meeting.	1	Chief Meteorologist
20	7/21/2022	Establishment of training programs for station personnel	Digital team attended a training on Push Alert Best Practices.	8	Digital Content Manager Digital Content Producer Digital Content Producer Digital Desk Producer
21	7/25/2022	Establishment of training programs for station personnel	Sales Team attended the TEGNA's Research Study for, "Under the Hood: Unlocking the Car Buyer Today"! •What is driving today's car buyer? •Learn how you can help dealerships engage with today's car buyers. •Get tips on how you can take this amazing asset and engage with dealerships today. •Hear from special guest Bill Dickason on the power this study is for you and your sales team.	6	Account Executive Account Executive Account Executive Account Executive
22	7/28/2022	Establishment of training programs for station personnel	Poynter had a election training seminar in Philadelphia.	3	Executive Producer Producer Multiskilled Journalist

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23	8/25/2022	Establishment of training programs for station personnel	Digital team had a training on YouTube best practices.	5	Digital Content Manager Digital Content Producer Digital Content Producer Digital Content Producer
24	9/13/2022	Establishment of training programs for station personnel	News Director attended the PAB Future Journalists Panel -Discussion among PA Universities, TV stations and radio regarding future of journalism and changes that need to be implemented to prepare students for jobs in journalism.	1	News Director
25	9/19/2022	Establishment of training programs for station personnel	News Director implemented a Leadership Book Club: The Millennial Whisperer -Discussion about the unique preferences of millennials in the workplace, followed by action items to grow and mentor our team.	9	News Director Executive Producer Assignment Editor Chief Photographer
26	9/26/2022	Establishment of training programs for station personnel	Leadership Book Club: First, Break all the Rules. -Discussion about what the world's greatest managers do differently, followed by challenge to provide positive feedback to at least one direct report each week.	9	Anchor Digital Content Manager Assistant News Director Production Manager
27	9/28/2022	Establishment of training programs for station personnel	TEGNA Management Development Program, 3 Day Event (September 28th – 30th, Hartford, CT) -Leading for Engagement and High Performance -Leading Collaboration and Change	1	News Director
28	10/5/2022	Participation in events or programs sponsored by educational institutions	Digital Content Manager spoke to a Digital Journalism & Social Media class of 20 students at Shippensburg University. He spoke about his experience in the industry, nuances of digital journalism, and the inner workings of working at a television station.	1	Digital Content Manager



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29	10/12/2022	Establishment of training programs for station personnel	JDA Media Expert Series Training on Recruitment revenue opportunity. How to prospect quality opportunities and share case studies/success stories.	6	Account Executive Account Executive Account Executive Account Executive
30	10/12/2022	Participation in other activities designed by the station employment unit	The Weather Team had a Job Shadow (Abigail Stevens) for the day. Meteorologist and job shadow went through the morning forecast and talked about the models used to create it. The Meteorologist brought up accuracy of a forecast and the benefits of all the models they use. Danielle showed off her and Andrea's Forecast sheets with all that information on it. They talked about the WSI Graphic System and how they utilize graphics to tell the weather story in our shows. They did some work at the monitor wall, and Ally taught her different ways to present a weather forecast. Job Shadow finished that off by going through their graphics and presenting without their direction. After that Bradon talked more about the industry and college/class options for a meteorology major and different path that can be taken for jobs in meteorology. The Job Shadow also watched Ally how to edit a package for the day using the EDIUS system.	3	Chief Meteorologist Meteorologist Meteorologist
31	10/19/2022	Establishment of training programs for station personnel	TEGNA Learning Lesson Comscore's Automotive Category, insight on how to create revenue generating auto stories for your clients.	6	Account Executive Local Sales Manager Account Executive Account Executive
32	10/25/2022	Participation in Job Fairs	Assistant News Director attended the Elizabethtown College Job, Internship, and Graduate School Expo. He talked to students about the business and different career paths within the broadcasting industry. He handed out literature about the benefits and open positions at FOX43.	1	Assistant News Director
33	11/11/2022	Provision of training to management	All of FOX43 attended the DE&I Training. The National Center for Civil and Human Rights provided us with a special training module that is titled Implicit Bias and Microaggressions.	90	All Employees

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34	11/15/2022	Establishment of training programs for station personnel	Sales team attended the TEGNA Final Judgement with the Department of Justice which prohibits the sharing of certain competitively sensitive information with other broadcast television stations. This is an annual training on the meaning and requirements of the Final Judgment and of U.S. antitrust laws.	10	Account Executive Account Executive Sales Assistant Account Executive
35	11/18/2022	Participation in events sponsored by organizations representing the community	York County Alliance for Learning hosted a Media & Broadcasting Day for four high schools in our area (50 students). One person from each department spoke about what their job entails, day to day activities, and how they got into broadcasting. After the Q&A session, the students took a tour of FOX43.	4	GM News Director Sales Director Staff Engineer
36	1/9/2023	Establishment of training programs for station personnel	Part II: Code of Ethics: Our Shared Purpose, an online course that focuses on section three of the TEGNA Ethics Policy, addressing fair dealings and open competition, must be taken. It outlines the risks that remote work and online communications with competitors can present and offers guidance on how to navigate complex situations.	90	All Employees
37	1/9/2023	Establishment of an intern program designed to assist members of the community	The Sports Director mentored Zack Paraway from Wilkes University. Zack came to the station over his college break to discuss/ask questions about Broadcast Journalism to the Sports Director, Todd Sadowski.	1	Sports Director
38	Ongoing Event	Establishment of training programs for station personnel	The Sales Team will attend TMS Deep Dive Live. The training will usher in a refreshed approach to arming sales with an optimal combination of: Product Enablement, Market Intelligence, Library Navigation, and Best Practices, Station Success Stories to drive more meaningful conversation with customers and, in turn, more revenue. The Deep Dive will focus on different categories every month.	8	Account Executive Account Executive Account Executive Account Executive

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39	1/25/2023	Establishment of training programs for station personnel	Digital Strategy Overview: Discussion of latest best practices in digital strategy and the year ahead.	7	Digital Content Manager News Director Digital Content Producer Digital Content Producer
40	2/6/2023	Establishment of an intern program designed to assist members of the community	The Sports Director spoke via Zoom with Manheim Township Junior Catelyn Herr and her parents to discuss her interest in broadcasting and the possibility of a job shadow experience with the station in the future.	1	Sports Director
41	2/23/2023	Participation in events sponsored by organizations representing the community	Assistant News Director attended Dallastown Middle School Career Day. The Assistant News Director talked about what careers are in broadcasting and the different types of employment at a TV station. He talked in detail about what requirements, skills, and experiences are needed in News and the steps to take to from graduating high school and college.	1	Assistant News Director
42	2/24/2023	Participation in Job Fairs	The Assistant News Director participated in the Penn State University job fair. He talked to students about the business and different career paths within the broadcasting industry. He handed out literature about the benefits and open positions at FOX43.	1	Assistant News Director
43	3/16/2023	Participation in events or programs sponsored by educational institutions	Sports Reporter Evan Brooks was a guest speaker for two Sports Communication classes at York College. Evan spoke about being in the TV industry and gave insight on the step by step process of reporting on air. He did a Q&A which gave the students insight on broadcasting and what steps to take to get into the field.	1	Sports Reporter/Producer