

EEO PUBLIC FILE REPORT

FOR

WGAL-TV

This EEO Public File Report
Covers the One-Year Period
Ending on 3/31/2024

EEO Annual Public File Report

WGAL-TV

This EEO Public File Report is filed in Station WGAL-TV'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 3/31/2024 (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 Karen Largent, Business Manager.

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WGAL-TV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
Full-time Reporter Open Date: 10/12/2021 Hire Date: 6/19/2023	1-8, 10-12, 15, 17-34, 36, 38-39, 41-43	3
Executive Producer Open Date: 7/29/2022 Hire Date: 5/7/2023	1-8, 10-13, 15-21, 23, 25-30, 32-34, 36-37, 39-43	3
Anchor/Reporter Open Date: 9/19/2022 Hire Date: 10/16/2023	1-8, 10-12, 15-21, 23, 25-34, 36-37, 39-43	3
Sales Assistant Open Date: 11/22/2022 Hire Date: 4/23/2023	1-8, 10-12, 15-23, 25-37, 39-43	3
Sales Account Associate Open Date: 12/23/2022 Hire Date: 6/26/2023	1-8, 10-12, 15, 17-23, 25-34, 36-37, 39-43	3
Account Executive Open Date: 2/17/2023 Hire Date: 11/19/2023	1-12, 14-23, 25-37, 39-43	3
Account Executive Open Date: 2/17/2023 Hire Date: 7/31/2023	1-12, 14-23, 25-37, 39-43	3
Assistant News Director Open Date: 4/14/2023 Hire Date: 10/9/2023	1-8, 10-12, 14-23, 25-34, 36-37, 39-43	22
National Sales Assistant Open Date: 4/19/2023 Hire Date: 6/5/2023	1-3, 5-8, 10-12, 14-15, 17-21, 23, 25-34, 36-37, 39-43	3
Sales Research Director Open Date: 4/20/2023 Hire Date: 7/2/2023	1-3, 5-8, 10-12, 14-15, 17-21, 23, 25-34, 36-37, 39-43	3
Photographer Open Date: 4/27/2023 Hire Date: 6/18/2023	1-3, 5-8, 10-12, 14-21, 23, 25-30, 32-34, 36-37, 39-43	3
Producer Open Date: 5/10/2023 Hire Date: 7/24/2023	1-3, 5-8, 10-12, 14-23, 25-30, 32-34, 36-37, 39-43	22
National Sales Manager Open Date: 6/8/2023 Hire Date: 7/30/2023	1-3, 5-8, 10-12, 14-15, 17-21, 23, 25-30, 32-34, 36-37, 39-43	3
Director of Engineering Open Date: 6/9/2023 Hire Date: 10/16/2023	1-3, 5-8, 10-15, 17-23, 25-30, 32-34, 36-37, 39-43	3

WGAL-TV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Support Specialist Open Date: 6/26/2023 Hire Date: 8/21/2023	1-2, 5-8, 10-12, 14-23, 25-30, 32-34, 36-37, 39-43	22
Dayside Executive Producer Open Date: 6/26/2023 Hire Date: 12/1/2023	1-3, 5-8, 10-12, 14-21, 23, 25-30, 32-34, 36-37, 39-43	3
Production Coordinator Open Date: 6/29/2023 Hire Date: 7/30/2023	1-3, 5-8, 10-12, 14-21, 23, 25-34, 36-37, 39-43	3
Reporter Open Date: 7/6/2023 Hire Date: 8/28/2023	1-3, 5-8, 10-12, 14-23, 25-34, 36-37, 39-43	22
Photographer Open Date: 7/12/2023 Hire Date: 10/8/2023	1-3, 5-8, 10-12, 14-23, 25-34, 36-37, 39-43	3
Photographer Open Date: 7/12/2023 Hire Date: 10/23/2023	1-3, 5-8, 10-12, 14-23, 25-34, 36-37, 39-43	22
Master Control Operator Open Date: 7/14/2023 Hire Date: 9/25/2023	1-3, 5-8, 10-12, 14-23, 25-34, 36-37, 39-43	22
Sales Account Associate Open Date: 7/17/2023 Hire Date: 11/13/2023	1-2, 5-8, 10-12, 14-15, 17-23, 25-34, 36-37, 39-43	22
Weekend Anchor / Reporter Open Date: 7/31/2023 Hire Date: 9/25/2023	1-3, 5-8, 10-12, 14-21, 23, 25-34, 36-37, 39-43	3
Weekend Anchor / Reporter Open Date: 7/31/2023 Hire Date: 1/16/2024	1-3, 5-8, 10-12, 14-21, 23, 25-34, 36-37, 39-43	3
Breaking News / Traffic Anchor Open Date: 8/10/2023 Hire Date: 10/16/2023	1-3, 5-8, 10-12, 14-23, 25-34, 36-37, 39-43	3
Broadcast IT Support Specialist Open Date: 9/5/2023 Hire Date: 11/20/2023	1-3, 5-8, 10-21, 23, 25-34, 36-37, 39-43	13
Local News Chief Meteorologist Open Date: 9/29/2023 Hire Date: 1/21/2024	2-3, 5-8, 10-12, 14-23, 25-34, 36-37, 39-43	3
Local News Producer Open Date: 10/18/2023 Hire Date: 2/26/2024	2-3, 5-12, 14-21, 23, 25-37, 39-43	3

WGAL-TV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

I. VACANCY LIST

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local News Producer Open Date: 10/18/2023 Hire Date: 3/18/2024	2-3, 5-12, 14-21, 23, 25-37, 39-43	35
Broadcast Master Control Operator Open Date: 1/10/2024 Hire Date: 2/26/2024	2-3, 5-12, 14-21, 23, 25-34, 36-37, 39-43	9

WGAL-TV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Ken Witkoe	N	0
2	Bright Side Baptist Church 515 Hershey Ave Lancaster, Pennsylvania 17603 Phone : 717-298-9431 Email : erichollie@aol.com Holly & Eric Kemp	N	0
3	Careers.HearstTelevision.com 214 N Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 Url : http://careers.hearsttelevision.com/Login.aspx Email : htv.careers@hearst.com Career Services	N	75
4	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
5	CSB School of Broadcasting 1 Mall Drive, Suite 203 Cherry Hill, New Jersey 06032 Phone : 856-755-1200 Email : jobs@gocsb.com Tom DeFranco Prong 2 Start Date: 2/3/2009	Y	0
6	DragonukConnects 3701 Burmont Ave Randallstown, Maryland Phone : 410-922-6797 Url : https://dragonukconnects.com/home.php Email : support@dragonukconnects.com Brian Dragonuk Prong 2 Start Date: 8/8/2005	Y	0

WGAL-TV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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
7	Educational Data Systems Inc. 1016 N Charlotte St Lancaster, Pennsylvania 17603 Phone : 717-291-1231 ext. 397 Email : andionnesmith@edsisolutions.com A Smith	N	0
8	Elizabethtown College Recruiting Coordinator One Alpha Drive Elizabethtown, Pennsylvania 17022 Phone : 717-361-1206 Jane Nini Manual Posting Prong 2 Start Date: 8/8/2000	Y	0
9	Employee Referral	N	3
10	HACC 1641 Old Philadelphia Pike Lancaster, Pennsylvania 17602 Phone : 717-780-2522 Url : http://www.collegecentral.com/hacc Jean Tucker Manual Posting	N	0
11	Hood College 401 Rosemont Ave Frederick, Maryland 21701 Phone : 301-696-3583 Maura Page Manual Posting Prong 2 Start Date: 2/28/2002	Y	0
12	Howard University 525 Bryant St N.W. Washington, District of Columbia 20059 Phone : 202-806-7513 Nisite Reta Manual Posting Prong 2 Start Date: 12/27/2000	Y	0

WGAL-TV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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13	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 1-800-475-4361 Url : www.indeed.com Career Services Manual Posting	N	6
14	James Madison University 800 SOUTH MAIN STREET Harrisonburg, Virginia 22807 Chandra Lane Manual Posting	N	0
15	Kutztown University PO Box 730 Kutztown, Pennsylvania 19530 Phone : 610-683-4067 Url : http://www.kutztown.edu/careers/empsvcs.html Amity Fox Manual Posting Prong 2 Start Date: 6/12/2000	Y	0
16	Lancaster County Career & Tech Center 110 North Lime Street Lancaster, Pennsylvania 17601 Phone : 717-393-1735 ext 236 Tricia Cleaves Manual Posting	N	0
17	Lancaster County Career & Technology Ctr PO Box 527 Willow Street, Pennsylvania 17584 Phone : 717-464-7050 Email : bstiles@lcctc.org Ben Stiles Prong 2 Start Date: 6/15/2000	Y	0

WGAL-TV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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	Lancaster County Office of Aging 150 N Queen St Suite 415 Lancaster, Pennsylvania 17603 Phone : 717-299-7979 Email : HumanResources@co.lancaster.pa.us Donald Jones Prong 2 Start Date: 6/14/2000	Y	0
19	Lebanon Valley Chamber of Commerce 989 Quentin Road Suite 1 Lebanon, Pennsylvania 17042 Phone : 717-273-3727 Url : www.lvchamber.org Email : rlamason@lvchamber.org Rosser Lamason Prong 2 Start Date: 3/21/2014	Y	0
20	Lebanon Valley College Career Services Director 101 North College Ave Anneville, Pennsylvania 17003 Phone : 717-867-6560 Email : careerservices@lvc.edu Sharon Givler Prong 2 Start Date: 6/12/2000	Y	0
21	Lincoln University Office of Career Services PO Box 179 Lincoln University, Pennsylvania 19352 Phone : 484-365-7588 Url : http://www.lincoln.edu/career Ralph Simpson Manual Posting Prong 2 Start Date: 6/21/2000	Y	0
22	LinkedIn.com 1000 W. Maude Avenue Sunnyvale, California 94085 Phone : 1-877-587-1877 Career Services Manual Posting	N	36

WGAL-TV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	MediaBistro 825 8th Avenue 29th Floor New York, New York 10019 Phone : (800) 205-7792 Url : https://www.mediabistro.com/ Career Services Manual Posting	N	0
24	MediaLine PO Box 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
25	Messiah College One College Avenue Grantham, Pennsylvania 17027 Phone : 717-766-2511 Email : Earke@messiah.edu Ed Arke	N	0
26	Millersville University PO Box 1002 Millersville, Pennsylvania 17551 Phone : 717-872-3312 Donna Ressler Manual Posting Prong 2 Start Date: 6/12/2000	Y	0
27	Muhlenberg College The Career Center 2400 West Chew Street Allentown, Pennsylvania 18104 Phone : 484-664-3170 Alana Albus Manual Posting Prong 2 Start Date: 9/21/2004	Y	0
28	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Dainne Siekmann Manual Posting	N	0

WGAL-TV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	P.R.O.B.E. 815 Cumberland St Suite 206 Lebanon, Pennsylvania 17042 Phone : 717-273-2090 Url : http://www.probepa.org Email : kmverna@probepa.org Kathy Verna Prong 2 Start Date: 6/12/2000	Y	0
30	Penn State University 208 D Carbegue Bldg University Park, Pennsylvania 16801 Phone : 814-865-4700 Career Services Manual Posting	N	0
31	Pennsylvania Assoc of Broadcasters 8501 Paxton St Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Gail Ponti Manual Posting	N	0
32	Pittsburgh Technical Institute 1111 McKee Road Oakdale, Pennsylvania 15071 Phone : 412.809.5214 Janice Welch Manual Posting Prong 2 Start Date: 6/27/2011	Y	0
33	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 513-677-7077 Robert Walker Manual Posting	N	0

WGAL-TV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Shippensburg University 1871 Old Main Dr Shippensburg, Pennsylvania 17257 Phone : 717-477-1484 Kimberly Rockwell Manual Posting Prong 2 Start Date: 5/10/2001	Y	0
35	Showbizjobs.com 3579 E. Foothill Blvd. Pasadena, California 91107 Phone : 626-798-4533 Url : www.showbizjobs.com Career Services	N	4
36	Spanish American Civic Assoc 545 Pershing Ave Lancaster, Pennsylvania 17602 Phone : 717-397-6267 Email : marisol@sacapa.org Fax : 1-717-295-7762 Marisol Sanchez Prong 2 Start Date: 1/27/1995	Y	0
37	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Mark Holloway Manual Posting	N	0
38	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0

WGAL-TV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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
39	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting Prong 2 Start Date: 1/22/2018	Y	0
40	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Career Services Manual Posting	N	0
41	West Chester University 106 Lawrence Center-WCU West Chester, Pennsylvania 19383 Phone : 610-436-2501 Url : http://www.collegecentral.com/wcupa/ Preeti Singh Manual Posting	N	0
42	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
43	York College of PA Career Services Center Country Club Road York, Pennsylvania 17403 Phone : 717-815-1452 Url : https://www.ycp.edu/about-us/offices-and-departments/student-success/career-development-center/ Alice Baldwin Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			124

WGAL-TV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/18/2023	Participation in events or programs sponsored by educational institutions	Technical Operations Manager and Production Coordinator attended the Garden Spot High School Job & Education Fair in Lancaster, PA.	2	Operations Manager Production Coordinator
2	8/31/2023	Establishment of an intern program designed to assist members of the community	Summer 2023, WGAL continued to host (2) Emma Bowen Foundation Fellows, shadowing employees to gain valuable experience regarding news broadcasting processes. Researching, writing and producing, were just some of the processes executed by the Fellows. The Emma Bowen Foundation's program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their academic field.	3	News Director Executive Producer Chief Photographer
3	1/30/2024	Participation in events or programs sponsored by educational institutions	Students involved in the media video production class at JP McCaskey High School in Lancaster, PA visited the station for a tour and Q&A with various station personnel, as well as hands-on experiences. Students shot interviews and B-roll around the station for the Broadcast NOW! Program. Station personnel involved in this event included a Director, Chief Meteorologist, General Sales Manager, Chief Photographer, and Operations Manager.	5	Director Chief Meteorologist General Sales Manager Chief Photographer
4	2/12/2024	Participation in events or programs sponsored by educational institutions	News Director participated in a reel review and practice/mock interview sessions with junior & senior Communication students at Syracuse University in New York state, to help them gain confidence & hone their interviewing skills.	1	News Director
5	2/23/2024	Participation in Job Fairs	News Director, Anchor/Reporter, Digital Sales Manager, Technical Operations Manager & Programming Manager attended the in-person Temple University/Klein College of Media and Communications career fair in Philadelphia, PA.	5	News Director Anchor/Reporter Digital Sales Manager Operations Manager

WGAL-TV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

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6	2/23/2024	Participation in Job Fairs	Business Manager, Assistant News Director, Anchor, Local Sales Manager and Account Executive attended the in-person Penn State University's JobExpo.COMM in State College, PA.	5	Business Manager Assistant News Director Anchor Local Sales Manager
7	3/1/2024	Participation in events sponsored by organizations representing the community	General Sales Manager participated as a panelist in the NAB Media Sales Academy, both in person and virtually, to prepare participants for a career in Media Sales. In-person activities were located in Washington, DC including an introduction to the participants regarding careers in Media Sales and the panelist's own personal sales journeys, joys and challenges; as well as resume preparation. The virtual sessions included resume review and critiques, and mock interviews.	1	General Sales Manager
8	3/15/2024	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role. Two Sales Account Associates participated in the program this year and one has since been promoted to a Sales Account Executive.	4	General Sales Manager Local Sales Manager Digital Sales Manager National Sales Manager
9	3/20/2024	Participation in events or programs sponsored by educational institutions	Technical Operations Manager & Newscast Director attended the in-person Middletown High School Career Expo in Middletown, PA.	2	Operations Manager Newscast Director

WGAL-TV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	3/31/2024	Establishment of an intern program designed to assist members of the community	Station conducts an ongoing Internship Program for college juniors & seniors. This program offers students who are contemplating careers in broadcasting a unique opportunity to earn college credit while gaining insight into the broadcast media industry. Students acquire career-related skills and valuable experience which will facilitate their transition from the academic environment to the business world. Students participated in the program during the period covered by this report: Summer 2023 = 2 interns, Fall 2023 = 1 intern, and Spring 2024 = 2 interns	4	News Director Chief Photographer Operations Manager General Sales Manager