

**WHP(TV), WHP(AM), WKBO(AM), WRVV(FM), WTKT(AM), WHKF(FM),
WRBT(FM) and positions at WLYH(TV)**

**EEO PUBLIC FILE REPORT
April 1, 2006 to March 31, 2007¹**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSLS”) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
On-Air Position	1 – 13, 15, 16, 18 – 29, 32, 36	36
Promotions Director	1 – 13, 15, 16, 18 – 29, 32 – 35	33
Account Executive	1 – 13, 15, 16, 18 – 29, 32 – 35	29
Account Executive	1 – 13, 15, 16, 18 – 29, 32 – 35	34
Account Executive	1 – 13, 15, 16, 18 – 29, 31 – 35	32
Account Executive	1 – 13, 15, 16, 18 – 29, 31 – 35	33
Traffic/Continuity Assistant	1 – 13, 15, 16, 18 – 29, 31 – 35	32
Total Traffic Network	1 – 13, 15, 16, 18 – 29, 31 – 35	29
Account Executive	1 – 13, 15, 16, 18 – 29, 31 – 35	33
Account Executive	1 – 13, 15, 16, 18 – 29, 31 – 35	1
Account Executive	1 – 13, 15, 16, 18 – 29, 31 – 35	29
Assignment Editor	1 - 28, 30, 36, 39 - 40	36
Writer Producer	1 - 28, 30, 36, 38	36
Writer Producer	1 - 28, 30, 38, 39	30
Production Assistant	1 - 28, 30, 38	38
Production Assistant	1 - 28, 30, 35, 38	35
Production Assistant	1 - 28, 30, 38, 39	39
Production Assistant	1 - 28, 30, 38	21
Reporter	1 - 28, 30, 33, 38	33
Account Executive CW15	1 - 28, 30, 38, 40	40
Photojournalist	1 - 28, 30, 38	30
Photojournalist	1 - 28, 30, 38	21
Account Executive WHP	1 - 28, 30, 35, 38 - 39	35
On Line Marketing Rep.	1 - 28, 30, 33, 38 - 39, 41	33
Reporter	1 – 28, 30, 38 - 39	30
Reporter	1 – 28, 30, 38 - 39	17
Technician Operations	1 – 28, 30, 33, 38	33
Production Assistant	1 – 28, 30 – 31, 37 - 38	37
Production Assistant	1 – 28, 30 – 31, 38,	19
National Sales Assistant	1 – 28, 30 – 31 , 38, 40	19

¹ This report provides recruitment data collected from March 22, 2006 through March 21, 2007

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
General Manager	1 – 28, 30 – 31, 37 - 38, 40	37
Anchor Reporter	1 – 28, 30 – 31, 33, 38	33
Anchor Reporter	1 – 28, 30 – 31, 37, 38	37
Account Executive CW15	1 – 28, 30 – 31, 38,	5
Photojournalist	1 – 28, 30 – 31, 35, 38	35
News Topical Writer Producer	1 – 28, 30 – 31, 38, 40	21
Traffic Coordinator	1 – 28, 30 – 31, 36, 38, 40	36
Technician Operations	1 – 28, 30 – 31, 38, 40	40
Account Executive WHP	1 – 28, 30 – 31, 37, 38	37
Meteorologist Reporter	1 – 28, 30 – 31, 38	30
News Topical Writer Producer	1 – 28, 30 – 31, 33, 38	33
Broadcast Designer	1 – 28, 30 – 31, 33, 34, 38, 40	33

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No) ²	No. of Interviewees Referred by RS over 12-month period
1	Clear Channel Worldwide Clear Careers Mary Kerr 200 E. Basse Road San Antonio, TX 78209 www.clearcareers.com	N	4
2	York College of PA Ms. Alice Baldwin Career Services Center Country Club Road York, PA 17405 717-815-1452 Careerservice@ycp.edu	Y	2
3	Broadcasting Institute of Maryland Mr. Norm Brooks 7200 Hartford Road Baltimore, MD 21234 410-254-2770 nb@bim.org	Y	
4	Connecticut School of Broadcasting Ms. Hope Willis One Mall Drive Suite 203 Cherry Hill, NJ 08002 856-755-1200 CSBCherryHill@800tvradio.com	Y	

² At the time recruitment efforts were initiated for each vacancy listed in Sec. I., all sources then entitled to job notification were appropriately utilized.

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)²	No. of Interviewees Referred by RS over 12-month period
5	Messiah College Mr. Dwayne Keiffer Career Center – Box 4511 One College Avenue Grantham, PA 17027 717-691-6016 Career@Messiah.edu	Y	2
6	Tri-County OIC, Inc. Ms. Shirley Reid 500 Maclay Street Harrisburg, PA 17110 717-238-7318 sreid@tricityoic.org	Y	
7	Capital Region Career Link Mr. Jerry Noble 349 Wiconisco Street Harrisburg, PA 17110 717-783-3270 jknoable@state.pa.us	Y	1
8	Elizabethtown College Ms. Jane Nini One Alpha Drive Career Services Elizabethtown, PA 17022 717-361-1206 careerservices@etown.edu	Y	
9	Bloomsburg University Ms. Carol Barnett Career Development Center 400 East 2 nd Street Bloomsburg, PA 17815 570-389-4070 cbarnett@bloomu.edu	Y	

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No) ²	No. of Interviewees Referred by RS over 12-month period
10	Penn State Harrisburg Mr. Karl Martz Career Services 777 West Harrisburg Pike Middletown, PA 17057 717-948-6260 KLM7@psu.edu	Y	
11	Lebanon Valley College Ms. Sharon Givler Career Services 101 North College Avenue Annville, PA 17003 717-867-6237 Givler@LVC.edu	Y	
12	Dickinson College Ms. Tammy Heberlig Career Center Box 1773 Carlisle, PA 17013 717-245-1740 career@dickinson.edu	Y	
13	Mt. Pleasant Hispanic Center Ms. Celia Gonzalez 301 South 13 th Street Harrisburg, PA 17104 717-232-7691 centro@mphac.org MAIL CONTACT PREFERRED	Y	
14	Art Institute of Philadelphia Ms. Dionne Gordon-Starks 1622 Chestnut Street Philadelphia, PA 19103 215-405-6324 TV OPENINGS ONLY	Y	

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No) ²	No. of Interviewees Referred by RS over 12-month period
15	Lock Haven University Ms. Paula Zener Career Services Akeley 114 Lock Haven, PA 17745 570-893-2181 PZener@Lhup.edu	Y	
16	Lycoming College Ms. Peggy Kimble 700 College Place Campus Box 154 Williamsport, PA 17701 570-321-4035 cdc@Lycoming.edu	Y	
17	Medialine Mr. Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 800-237-8073 Medialine@medialine.com TV OPENINGS ONLY	Y	1
18	Bureau of Workforce Development Partnership Mr. Jim Rabenhold Labor & Industry, BWDP 7 th & Forster Streets 12 th Floor Harrisburg, PA 17120 717-787-3354 jrabenols@state.pa.us	Y	
19	Penn State University Ms. Colette Sacolick 208 Carnegie Building University Park, PA 16802 814-865-4349 CMS324@psu.edu	Y	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No) ²	No. of Interviewees Referred by RS over 12-month period
20	Quinnipiac College Ms. Patricia Nielsen CS – CSV 275 Mt. Carmel Avenue Hamden, CT 06518 203-582-8680 hire@quinnipiac.edu	Y	
21	TV Jobs – AM/FM jobs Mr. Mark Holloway PO Box 4116 Oceanside, CA 92052 760-754-8177 jobs@amfmjobs.com	Y	7
22	Wilson College Ms. Heather Drumm Career Development 1015 Philadelphia Avenue Chambersburg, PA 17201 717-260-2006 ext. 3314 hdrumm@wilson.edu	Y	
23	York Technical Institute Ms. Beth Nye 1405 Williams Road York, PA 17402 800-227-9675 Ney_b@yti.edu	Y	
24	Temple University Ms. Kathy Francis 1913 North Broad Street Second Floor Philadelphia, PA 19122 215-204-4477 FAX: 215-204-4462 Kathy.Francis@temple.edu FAX CONTACT PREFERRED	Y	

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No) ²	No. of Interviewees Referred by RS over 12-month period
25	Broadcasting and Cable Ms. Katie Rosa 5700 Wilshire Boulevard Suite 120 Los Angeles, CA 90036 323-965-2089 MAIL CONTACT PREFERRED	Y	
26	Gettysburg College Ms. Sandy Buhrman Center for Career Development 300 North Washington Street Campus Box 425 Gettysburg, PA 17325 717-337-6662 Career@gettysburg.edu	Y	
27	ITT Technical Institute Mr. David Study 5020 Louise Drive Mechanicsburg, PA 17055 717-691-9263 DStudy@itt-tech.edu	Y	
28	Bradley Academy for the Visual Arts Mr. Dave Gottschall 1409 Williams Drive York, PA 17402 717-755-2300 Dgottschall@aii.edu	Y	
29	WRBT-FM, WRVV-FM, WHKF-FM, WHP-AM, WTKT-AM and WKBO-AM Websites Ms. Lauren Keller - Webmaster 600 Corporate Circle Harrisburg, PA 17110 717-540-8800	N	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)²	No. of Interviewees Referred by RS over 12-month period
30	WHP TV and WLYH TV Websites 3300 North Sixth Street Harrisburg, PA 17110 717 238-2100 www.whptv.com www.cw15.com	N	12
31	The Sheffield Institute for Recording Arts Ms. Meghann Bush – Career Services Advisor 13816 Sunnybrook Road Phoenix, MD 21131 410-628-7260 meg@sheffieldav.com (Added July 28, 2006)	Y	
32	Radio On Air Announcement	N	16
33	Employee Referral	N	30
34	Self Referral	N	4
35	Non Employee Referral	N	9
36	Internal Transfer	N	5
37	Networking	N	29
38	Pennsylvania Association of Broadcasting 8501 Paxton St. Hummelstown, PA 17036 Richard Wykcoff 717-482-4820 Email: jobs@pab.org	N	3
39	National Association of TV Arts & Sciences 111 West 57th Street, Suite 600 New York, NY 10019 (212) 586-8424 www.emmyonline.org	N	1
40	Patriot News Linda Ford 812 Market Street Harrisburg, PA (717)255-8286 lford@pnco.com	N	14

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)²	No. of Interviewees Referred by RS over 12-month period
41	Nancy Pilsch Monster Worldwide Customer Service Representative-Enterprise 978-461-8304 nancy.pilsch@monster.com www.monster.com	N	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			156

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host Event to Disseminate Information Relating to Broadcasting Careers	On April 27, 2006, our radio stations conducted a tour for members of the Dillsburg Senior Center to provide insight into the inner workings of a radio station and to spark their interest in a possible broadcasting career.
2	Host Event to Disseminate Information Relating to Broadcasting Careers	On April 27, 2006, our television station conducted a tour for members of Central Dauphin High School to provide insight into the inner workings of a television station and to spark their interest in a possible broadcasting career. Gregory Harden, Producer/Director, gave the tour. Other employees that participated in the tour are Meteorologist, Tom Russell, and Director Programming & Operations, Lou Castriota.
3	Participate in Job Fair	On April 19, 2006, the Harrisburg Area Community College held their annual spring internship and job fair. Assistant News Director, Julie McCrary, Lou Castriota, Director of Operations and Programming and Scott Beaver, General Sales Manager attended. Broadcasting opportunities with our company information was distributed to students.
4	Participate in Job Fair	The Penn State University job fair was attended by Local Sales Manager, Marian Stanislawczyk and Kelly Passow in State College, PA on April 21, 2006. Resumes were accepted and attendees had the opportunity to inquire about broadcasting opportunities at our stations.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Co-Sponsor and Participate in Job Fair	Our stations co-sponsored the Harrisburg Chamber of Commerce Capital Region Job Fair on April 27, 2006. We hosted a booth at event and promoted it on-air. Sherry Taylor, Director of Creative Services, Lou Castriota, Director of Programming and Operations, and Scott Beaver, General Sales Manager were in attendance to receive resumes and speak with attendees regarding employment opportunities and internships.
6	Host Event to Disseminate Information Relating to Broadcasting Careers	On May 25, 2006, our television station conducted a tour for members of Central Penn College, to provide insight into the inner workings of a radio station and to spark their interest in a possible broadcasting career. Gregory Harden, Producer/Director, conducted the tour and other station employees shared their knowledge of broadcasting.
7	Establish Internship Program	From June 2006 to August 2006, our television station hosted an intern from Temple University of Philadelphia, PA to work in the newsroom.
8	Establish Internship Program	From June 2006 to August 2006, our television station hosted an intern from York College of Pennsylvania to work in the newsroom.
9	Host Event to Disseminate Information Relating to Broadcasting Careers	On June 22, 2006, our radio station conducted a tour for members of the Careers Program, Perry Human Services, to provide insight into the inner workings of a radio station and to spark their interest in a possible broadcasting career.
10	Host Event to Disseminate Information Relating to Broadcasting Careers	On June 26, 2006, our station conducted a tour for members of the Bethesda Youth Center, to provide insight into the inner workings of a radio station and to spark their interest in a possible broadcasting career.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
11	Establish Internship Program	From June 30, 2006 to August 30, 2006, our television station hosted an intern from Shippensburg University to work in the Sales Department.
12	Establish Internship Program	For the Fall 2006 semester, a student pursuing a Digital Arts degree from Thompson Institute interned with the internet department and helped in various other departments as well.
13	Participate in Job Fair	Central Penn College held their annual Fall Career Expo on November 1, 2006. Local Sales Manager, Mike Miller and Sales Assistant, Harold Getz, attended this event and accepted resumes for position openings.
14	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On November 2, 2006, Meteorologist, Paul Lynch, attended the Millersville University Internship fair and spoke with students about positions in broadcasting.
15	Establish Internship Program	For the 2006/2007 school year, a student from Lower Dauphin High School interned with the traffic department and helped in various other departments as well.
16	Participate in Job Fair	The annual Capital Region Internship/Co-op Fair was held on October 24, 2006. Promotions Director Nikki Hess and Promotions Assistant Carrie Buller attended this event and accepted resumes for position openings.
17	Host Event to Disseminate Information Relating to Broadcasting Careers	On November 6, 2006, our station conducted a tour for members of the Harrisburg High School, to provide insight into the inner workings of a radio station and to spark their interest in a possible broadcasting career.
18	Establish Internship Program	From January 2007 to May 2007, our television station hosted an intern from Penn State Harrisburg to work in the newsroom.

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19	Participate in Job Fair	Central Penn College held their annual Spring Career Expo on March 7, 2007. Local Sales Manager Mike Miller and Sales Assistant Harold Getz attended this event and accepted resumes for position openings.
20	Establish Internship Program	For the Spring 2007 semester a student pursuing a Graphic Design degree from Central Pennsylvania College interned with the internet department and helped in various other departments as well.
21	Establish Internship Program	For the Spring 2007 semester a student pursuing a Communications degree from Harrisburg Area Community College interned with the programming department and helped in various other departments as well.
22	Participate in Job Fair	Harrisburg Area Community College held their annual Internship and Job Fair on April 9, 2006. Local Sales Manager Mike Miller and Sales Assistant Harold Getz attended this event and accepted resumes for position openings.
23	Participate in Job Fair	York College held their Career Expo and Internship Fair on March 21, 2007. Lou Castriota, Director of Programming & Operations, Tom O'Conner, Account Executive, and Taylor Miller, Research Manager were in attendance to receive resumes and speak with attendees regarding employment opportunities and internships.