

**WHP-TV, WLYH-TV, WHP(AM), WKBO(AM), WRVV(FM), WTKT(AM),  
WHKF(FM) & WRBT(FM)**

**EEO PUBLIC FILE REPORT  
April 1, 2007 to March 31, 2008<sup>1</sup>**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Production Assistant	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 41-45, 58-59	36
Production Assistant	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 41-45, 58-59	58
Photojournalist	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 41-45, 57-59	58
National Sales Assistant	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 39, 41-45, 59	39
Assistant News Director	2-3, 5-6, 8-17, 19-28, 32-34, 44	44
Account Executive	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 39, 41-44, 58-60	60
Photojournalist	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 41-45, 58	58
News Director	2-6, 8-17, 19-24, 26-28, 32-38, 41-45, 47-52, 64	51
Marketing Director	2-3, 5-6, 8-17, 19-24, 26-28, 32-38, 41-45, 47-51, 53	36
Account Executive	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 39, 41-46, 58-60	58
Account Executive	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 39, 41-46, 58-60	59
News Anchor	2-3, 5-6, 8-17, 19-24, 26-28, 32-38, 41-45, 47, 51	51
Meteorologist	2-3, 5-6, 8-17, 19-24, 26-28, 32-38, 41-45, 47, 51, 54-55, 60	60
Assistant News Director	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 41-45, 49-50, 58-60	58
Account Executive	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 39, 41-46, 58	36
Account Executive	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 39, 41-46, 58	58
Production Assistant	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 41-45, 59-60	36
Production Assistant	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 41-45, 59-60	59
Production Assistant	2-3, 5-6, 8-17, 19-24, 26-28, 32-37, 41-45, 59-60	60
Promotions Director	1-29, 31, 58-60	58
WHKF(FM) Morning Show Co-Host	1-31, 59, 65	59
Traffic Seller	1-29, 31	29
Account Executive	1-29, 31, 57-58, 67-70	67
Account Executive	1-29, 31, 57-58, 67-70	58

<sup>1</sup> This report provides radio recruitment data collected from March 22, 2007 through March 21, 2008. Television stations WHP-TV and WLYH-TV, however, came under different ownership on March 14, 2008, and as a result, full-time hiring activity for these stations is included herein through this date.

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-29, 31, 57-58, 67-70	58
Account Executive	1-29, 31, 57-58, 67-70	29
Account Executive	1-29, 31, 57-58, 67-70	58
Account Executive	1-29, 31, 57-58, 67-70	57
Account Executive	1-29, 31, 57-58, 67-70	57
Account Executive	1-29, 31, 57-58, 67-70	57
Account Executive	1-29, 31, 46, 57-58, 67-70	46
WHKF(FM) Morning Show Co-Host	1-31, 58, 59, 65	58
Promotions Director	1-29, 31, 58-60	58
Internet Content Manager	1-29, 31, 58-60	59
Online Account Executive	1-29, 31, 58-60	8
Online Account Executive	1-29, 31, 58-60	8
Account Executive	1-23, 26-29, 57-58, 67-70	58
Account Executive	1-23, 26-29, 57-58, 67-70	57
Account Executive	1-23, 26-29, 57-58, 67-70	8
Account Executive	1-23, 26-29, 57-58, 67-70	58
Account Executive	1-23, 26-29, 57-58, 67-70	58
Account Executive	1-23, 26-29, 57-58, 67-70	22
WHKF(FM) Night Air Talent	1-23, 26-29, 57-58, 62, 65	62
Promotions Director	1-23, 26-29, 57-59, 61, 65, 71	59
Account Executive	1-23, 26-29, 46, 57-60, 67-70	59
Account Executive	1-23, 26-29, 46, 57-60, 67-70	60
Account Executive	1-23, 26-29, 46, 57-60, 67-70, 72	72
Account Executive	1-23, 26-29, 46, 57-60, 67-70	60

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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 3-month period</b>
1	AM/FM Jobs P.O. Box 4116 Oceanside, CA 92052 761-754-8177 Attn: Mark Holloway Email: jobs@amfmjobs.com	N  (Radio only)	0
2	Bloomsburg University Career Development Center 201 Student Service Center Bloomsburg, PA 17815 570-389-4070 Attn: Carol Barnett or A. Johnson Email: cbarnett@bloomu.edu	Y	0
3	The Art Institute of York Pennsylvania (formerly Bradley Academy for the Visual Arts) 1409 Williams Drive York, PA 17402 717-755-2300 Attn: Dave Gottschall, Director of Career Services Email: Dgottschall@aii.edu	Y	0
4	Broadcasting and Cable 5700 Wilshire Boulevard, Suite 120 Los Angeles, CA 90036 323-965-2089 Attn: Katie Rosa Email: katie.rosa@reedbusiness.com	N	0
5	Broadcasting Institute of Maryland 7200 Harford Road Baltimore, MD 21234 410-254-2770 or 800-942-9246 Attn: Norm Brooks Email: nb@bim.org	Y	0

6	Bureau of Workforce Development Partnership Labor & Industry 7 <sup>th</sup> & Forster Streets, 12 <sup>th</sup> Floor Harrisburg, PA 17120 717-787-3354 Attn: Jim Rabenhold Email: jrabenhold@state.pa.us	Y	0
7	Central Pennsylvania College College Hall & Valley Roads Summerdale, PA 17093 782-728-2262 Attn: Steve Hassinger Email: stevehassinger@centralpenn.edu	Y (Radio only)	1
8	Clear Channel Worldwide Clear Careers Website 200 E. Basse Road San Antonio, TX 78209 www.clearcareers.com Attn: Mary Kerr	N	19
9	Connecticut School of Broadcasting One Mall Drive, Suite 203 Cherry Hill, NJ 08002 856-755-1200 Attn: Hope Willis Email: CSBCherryHill@gocsb.com	Y	0
10	Dickinson College Career Center P.O. Box 1773 Carlisle, PA 17013 717-245-1069 Attn: Tammy Heberlig Email: career@dickinson.edu	Y	0

11	<p>Elizabethtown College  Career Services  One Alpha Drive  Elizabethtown, PA 17022  717-361-1206  Attn: Recruiting Coordinator  Email: careerservices@etown.edu</p>	Y	1
12	<p>Gettysburg College  Center for Career Development  300 N. Washington Street  Campus Box 425  Gettysburg, PA 17325  717-337-6662  Attn: Sandy Buhrman  Email: Career@gettysburg.edu</p>	Y	0
13	<p>ITT Technical Institute  5020 Louise Drive  Mechanicsburg, PA 17055  717-691-9263  Attn: David Study  Email: DStudy@itt-tech.edu</p>	Y	0
14	<p>Lebanon Valley College  Career Services  101 N. College Avenue  Annville, PA 17003  717-867-6237  Attn: Sharon Givler  Email: careerservices@lvc.edu</p>	Y	0
15	<p>Lock Haven University  Career Services  Akeley Hall, Room 114  Lock Haven, PA 17745  570-484-2181  Attn: Paula Zener  Email: PZener@lhup.edu</p>	Y	0

16	<p>Lycoming College  700 College Place  Campus Box 154  Williamsport, PA 17701  570-321-4034  Attn: Peggy Kimble  Email: cdc@Lycoming.edu</p>	Y	0
17	<p>Messiah College Career Center  P.O. Box 4511  One College Avenue  Grantham, PA 17027  717-691-6016  Attn: Dwayne Keiffer  Email: dkeiffer@messiah.edu</p>	Y	1
18	<p>Millersville University  P.O. Box 1002  Millersville, PA 17551  717-872-3312  Attn: Margo Sassaman  Email: castudent@millersville.edu</p>	Y (Radio only)	0
19	<p>National Association of Hispanic Journalists  1000 National Press Building  529 14<sup>th</sup> Street NW  Washington, DC 20045-2001  202-662-7145  Attn: Ivan Roman, Executive Director  Email: jobbank@nahj.org</p>	Y	0
20	<p>Capital Region Career Link  349 Wiconisco Street  Harrisburg, PA 17110  717-783-3015  Attn: Jerry Knoble  Email: jknoble@state.pa.us</p>	Y	2

21	<p>Penn State Harrisburg  Career Services  W117 Olmsted  777 W. Harrisburg Pike  Middletown, PA 17057  717-948-6260  Attn: Colleen Guy  Email: cmg11@psu.edu</p>	Y	0
22	<p>Penn State University  208 Carnegie Building  University Park, PA 16802  814-865-4349  Attn: Colette Sacolick  Email: CMS324@psu.edu</p>	Y	1
23	<p>Temple University  1913 N. Broad Street, 2<sup>nd</sup> Floor  Philadelphia, PA 19122  215-204-4477  215-204-4462 (fax)  Attn: Kathy Francis  Email: Kathy.Francis@temple.edu  (FAX CONTACT PREFERRED)</p>	N	0
24	<p>The Sheffield Institute for Recording Arts  13816 Sunnybrook Road  Phoenix, MD 21131  410-628-7260  Attn: Meghann Bush, Center Services Advisor  Email: meg@sheffieldav.com</p>	Y (TV only)	0
25	<p>Tri-County OIC, Inc.  500 Maclay Street  Harrisburg, PA 17110  717-238-7318  Attn: Shirley Reid  Email: sreid@tricityoic.org</p>	N  (This recruitment source was removed on May 21, 2007.)	0

26	Wilson College Career Development 1015 Philadelphia Avenue Chambersburg, PA 17201 717-260-2006, Ext. 3314 Attn: Heather Drumm Email: career@wilson.edu	Y	0
27	York College of PA Career Services Center Country Club Road York, PA 17405 717-815-1452 Attn: Alice Baldwin Email: abaldwin@ycp.edu	Y	0
28	York Technical Institute 1405 Williams Road York, PA 17402 800-277-9675 Email: hannc@yti.edu	N	0
29	Clear Channel Harrisburg Radio Station Websites 600 Corporate Circle Harrisburg, PA 17110 717-540-8800 Attn: Webmaster www.bobradio.com; www.river973.com; www.993kissfm.com; www.whp580.com; www.wtk.com; www.wkbo.com	N	7
30	Dan Fissel Custom Music 416 White Rose Lane York, PA 17402 717-505-8588 dan@danfissel.com	Y  (Radio only: This recruitment source was added June 19, 2007 and requested notification of on-air openings only.)	0
31	Mt. Pleasant Hispanic Center 301 S. 13 <sup>th</sup> Street Harrisburg, PA 17104 717-232-7691 Attn: Celia Gonzalez Email: centro@mphac.org	N  (This recruitment source was removed on July 10, 2007 after phone calls were not connected and emails were returned.)	0
32	Art Institute of Philadelphia	Y	0

	1622 Chestnut Street Philadelphia, PA 19103 215-405-6324 Attn: John Paul Lacovara Email: jlacovara@aii.edu	(TV only)	
33	Medialine P.O. Box 51909 Pacific Grove, CA 93950 800-237-8073 Attn: Mark Shilstone Email: Medialine@medialine.com	Y (TV only: This recruitment source request notification of newsroom openings only.)	0
34	TV Jobs P.O. Box 4116 Oceanside, CA 92052 760-754-8177 Attn: Mark Holloway Email: jobs@tvjobs.com	Y (TV only)	5
35	Kaplan Career Institute 5650 Derry Street Harrisburg, PA 17111 717-901-5874 Attn: B. Lewis Email: blewis@kaplan.edu	N	0
36	Clear Channel Harrisburg Television Websites N. Sixth Street Harrisburg, PA 17119 717-237-2100 www.whptv.com / www.cw15.com	N	14
37	Pennsylvania Association of Broadcasting 8501 Paxton Street Hummelstown, PA 17036 717-482-4820 Attn: Richard Wyckoff Email: jobs@pab.org	N	0

38	National Association of TV Arts & Sciences 111 W. 57 <sup>th</sup> Street, Suite 600 New York, NY 10019 212-586-8424 www.emmyonline.org	N	0
39	Patriot News 812 Market Street Harrisburg, PA 17101 717-255-8286 Attn: Linda Ford Email: lford@pnco.com	N	5
40	Monster Worldwide Website 978-461-8304 www.monster.com Attn: Nancy Pilsch, Customer Service Representative Email: nancy.pilsch@monster.com	N	0
41	McCann School of Business 225 Market Street, 3 <sup>rd</sup> Floor Sunbury, PA 17801 570-286-3058 Attn: Career Services Representative Email: elg@mccannschool.com	N	0
42	South Central Employment 100 N. Cameron Street, 1 <sup>st</sup> Floor Harrisburg, PA 17101 717-236-7931 Attn: Marcia Myers Email: mmyers@pasec.org	N	0
43	Annenberg School for Communication The University of Southern California 3502 Watt Way, ASC 154 Los Angeles, CA 90089-0281 213-821-1514 Attn: Megan Hutaff, Career Development Advisor Email: meganh@usc.edu	N	0

44	Journalism Jobs 510-653-1521 Attn: Dan Rohn, Owner Email: dan@journalismjobs.com	N	1
45	Dauphin County Career Link 2 S. 2 <sup>nd</sup> Street Harrisburg, PA 17101 717-780-6130 Attn: Robert Burns Email: rburns@dauphinc.org	N	0
46	Harrisburg Area Community College Career Center One HACC Drive Harrisburg, PA 17110 717-780-2522 www.collegecentral.com/hacc	N	2
47	National Association of Broadcasting 1771 North Street NW Washington, DC 20036 202-429-5498 www.nab.org Attn: Karen Hunter, Career Center	N	0
48	Ithaca College Roy H. Park School of Communications 953 Danby Road Ithaca, NY 14850 607-274-3011 www.ica.edu	N	0
49	Syracuse University S.I. Newhouse School of Public Communications 215 University Place Syracuse, NY 13244 315-443-4493 www.newhouse.syr.edu	N	0

50	Medill School of Journalism Northwestern University 1845 Sheridan Road Evanston, IL 60208-2101 847-467-1882 www.medill.northwestern.edu/medill	N	0
51	Broadcast Image Group 7744 Broadway, Suite 100 San Antonio, TX 78209 210-828-6664 Attn: Michelle Grant	N	18
52	Rick Gevers & Associates P.O. Box 577 Zionsville, IN 46077 317-769-7900 Attn: Rick Gevers	N	1
53	Graham Newell's Idea Net 1011 Lyndhurst Falls Lane Knightsdale, NC 27545 919-217-4438 Attn: Graham Newell Email: gnewall@602communications.net	N	1
54	D&B Associates Agency P.O. Box 353 Neffs, PA 18065 610-767-6183 Attn: David Brunner Email: dbandassociatesA@msn.com	N	0
55	Geller Management Agency 250 W. 57 <sup>th</sup> Street New York, NY 10107 212-246-1212 Attn: Alfred Geller	N	1

56	Shippensburg University Communications and Journalism Department 1871 Old Union Drive Shippensburg, PA 19257 717-477-1521 Attn: Loretta Sobrito Email: lisobr@ship.edu	N  (This recruitment source was added on January 30, 2008.)	0
57	On-Air Announcements (all SEU radio stations)	N	13
58	Employee Referral	N	38
59	Walk-Ins/Self-Referral	N	28
60	Non-Employee Referral	N	10
61	Internship	N	1
62	Internal Transfer	N	1
63	Networking	N	0
64	Internal Posting	N	1
65	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 310-457-6616 Attn: Ria Denver	N	3
66	Traffic Directors Guild of America 26000 Avenida Aeropuerto #114 San Juan Capistrano, CA 92675 949-429-7063 Attn: Larry Keene, CEO Email: tdga@earthlink.net	N  (TV only: This recruitment source was added on January 6, 2008.)	0
67	Manpower Temporary Services 4807 Jonestown Road Harrisburg, PA 17109 717-540-6000	N	8
68	The Drexel Group 1821 Market Street Camp Hill, PA 17011 717-730-9841	N	1

69	SHS Staffing Solutions 4813 Jonestown Road, Suite 102 Harrisburg, PA 17109 717-541-5500	N	6
70	JFC Staffing 1520 Market Street Camp Hill, PA 17011 717-761-8095	N	1
71	Radio Online 3500 Tripp Avenue Amarillo, TX 79121 806-352-7503 www.radio-online.com	N	0
72	Experience Harrisburg Career Fair (October 11, 2007)	N	3
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>194</b>

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Establish Internship Program	<p>During the reporting period, our radio and television stations hosted student interns from local high schools, colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p> <p><b>Radio Internships:</b></p> <p>From April 2007 to May 2007, our stations hosted an intern from Messiah College to work in the promotions department.</p> <p>During the Summer 2007 semester, our stations hosted 1 intern from West Chester University to work in the promotions department; 1 intern from Harrisburg Area Community College to work in the programming department; 1 intern from Penn State University-Harrisburg to work in the promotions department; 1 intern from Elizabethtown College to work in the promotions department; and 1 intern from York College to work in the programming department.</p> <p>During the Fall 2007 semester, our stations hosted 1 intern from Susquenita High School to work in the programming department; 1 intern from Kaplan Career Institute to work in the internet department; and 1 intern from Penn State University-Harrisburg to work in the promotions department.</p>

		<p><b>TV Internships:</b></p> <p>From May 2007 through August 2007, our stations hosted an intern from Syracuse University to work in the newsroom.</p> <p>From September 2007 to December 2007, our stations hosted an intern from Millersville University to work in the newsroom.</p> <p>From September 2007 to November 2007, our stations hosted 2 interns from York College to work in the newsroom.</p> <p>From January 2008 through the present, our stations are hosting an intern from York College to work in the newsroom.</p>
2	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On April 13, 2007, our Anchor spoke to students at Gettysburg College regarding careers in broadcast journalism.
3	Co-Sponsor Job Fair	On April 13, 2007, our television stations co-sponsored and participated in the Harrisburg Regional Chamber Capital Region's Job Fair held at the Harrisburg Hilton. Station participants included our News Director, Director of Operations, and Director of Creative Services, who accepted applications and discussed job and internship opportunities at the stations with individuals interested in broadcasting careers.
4	Participate in Job Fair	On April 19, 2007, our stations participated in the Harrisburg Area Community College annual Spring Job and Internship Fair. Station participants included our Sales Manager, Sales Assistant and Traffic Coordinators, who discussed job and internship opportunities at the stations with students interested in broadcasting careers.
5	Host Event to Disseminate Information Relating to Broadcasting Careers	On April 20, 2007, our television station conducted a tour for the National Broadcast Society, Kutztown Chapter. Station participants included our Engineering Department staff, who discussed television station operations and broadcasting careers with the participating college students.

<b>6</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 18, 2007, our General Manager gave a lecture at Rutgers University to inform students about broadcast facility operations and the pathway to obtaining a position in the broadcasting industry.
<b>7</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On October 24, 2007, our Director of Operations and Programming gave a lecture at Messiah College about obtaining positions in the broadcasting industry and spoke generally about the state of the industry.
<b>8</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On November 12, 2007, our National Sales Manager and Director of Sales spoke to a sales management class at Penn State University Harrisburg Campus about the pathway to obtaining positions in the broadcasting industry.
<b>9</b>	Participate in Event to Disseminate Information Relating to Broadcasting Careers	On October 11, 2007, our stations participated in the Harrisburg Regional Chamber's Experience Harrisburg event, which had over 350 individuals registered for the event. Station participants included our Traffic Manager, Sales Assistant and Sales Managers, who discussed job opportunities at the stations with individuals interested in broadcasting careers.
<b>10</b>	Participate in Job Fair	On October 31, 2007, our stations participated in the Central Pennsylvania College annual Fall Career Expo. Station participants included our Sales Manager and Sales Assistant, who discussed job opportunities at the stations with students interested in broadcasting careers.
<b>11</b>	Participate in Job Fair	On November 5, 2007, our stations participated the Messiah College Career and Graduate School Expo. Station participants included our Sales Manager and Sales Assistant, who discussed job opportunities at the stations with students interested in broadcasting careers.

<b>12</b>	Host Event to Disseminate Information	On February 15, 2008, our radio stations
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	Relating to Broadcasting Careers	conducted a station tour for a group of students from Boiling Springs High School. This tour provided insight into the operations of a radio station and exposure to possible broadcasting careers.
<b>13</b>	Host Event to Disseminate Information Relating to Broadcasting Careers	On March 14, 2008, our radio stations conducted a station tour for a group of students from Cedar Cliff, Red Land, and East Pennsboro High Schools. This tour provided insight into the operations of a radio station and exposure to possible broadcasting careers.
<b>14</b>	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting	On March 18, 2008, our radio stations participated in the Harrisburg Area Community College Career Information Fair, attended by high school juniors from 12 area schools. Our our KISS(FM) Disc Jockey discussed broadcasting careers and the state of the broadcasting industry.