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### I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>6, 9, 17-18, 20-21, 30, 40, 42, 44, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>42</td>
</tr>
<tr>
<td>Integrated Digital Specialist</td>
<td>6, 9, 17-18, 20-21, 30, 38, 40, 42, 44, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>65</td>
</tr>
<tr>
<td>Producer</td>
<td>6, 9, 17-18, 20-21, 40, 44, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>65</td>
</tr>
<tr>
<td>Producer</td>
<td>6, 9, 17-18, 20-21, 40, 44, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>65</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>6, 9, 17-18, 20-21, 40, 42, 44, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>42</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>6, 9, 17-18, 20-21, 40, 42, 44, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>102</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>6, 9, 17-18, 20-21, 40, 42, 44, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>102</td>
</tr>
<tr>
<td>Graphic Artist</td>
<td>6, 9, 17-18, 20-21, 30, 38, 40, 44, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>65</td>
</tr>
<tr>
<td>Meteorologist</td>
<td>6, 9, 17-18, 20-21, 40, 44, 46, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>74</td>
</tr>
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</table>
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<tr>
<td>Creative Service Photographer/Producer</td>
<td>6, 9, 17-18, 20-21, 40, 44, 46, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>46</td>
</tr>
<tr>
<td>Photojournalist</td>
<td>6, 9, 17-18, 20-21, 40, 44, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>65</td>
</tr>
<tr>
<td>Production Assistant (PT)</td>
<td>6, 9, 17-18, 20-21, 40, 44, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>61</td>
</tr>
<tr>
<td>Business/HR Administrator</td>
<td>6, 9, 17-18, 20-21, 40, 42, 44, 46, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>46</td>
</tr>
<tr>
<td>Reporter/Anchor</td>
<td>6, 9, 17-18, 20-21, 40, 44, 46, 48, 59, 61, 63-65, 67-69, 72-74, 76, 78, 83, 85, 89, 91, 102, 105-107</td>
<td>46</td>
</tr>
<tr>
<td>Photographer / Editor</td>
<td>6, 9, 17-18, 20-21, 38, 40, 42, 44, 48, 59, 61, 63-65, 67-69, 72-74, 78, 83, 85, 89, 91, 102, 105-107</td>
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<tbody>
<tr>
<td>Creative Services Director</td>
<td>1, 3-26, 28-29, 31-41, 43-53, 55-65, 67-107</td>
<td>65</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
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</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Advertisement-Print</td>
<td>N</td>
<td>4</td>
</tr>
<tr>
<td>2</td>
<td>Advertisement-TV</td>
<td>N</td>
<td>2</td>
</tr>
</tbody>
</table>
| 3          | Albright College  
1621 North 13th Street  
Reading, Pennsylvania 19604  
Url: https://www.albright.edu/elcdc  
Laura Kline  
Manual Posting | N                                                | 0                                                       |
| 4          | Alvernia University  
400 St Bernardine St  
Reading, Pennsylvania 19607  
Url: www.alvernia.edu  
Megan Adukaitis  
Manual Posting | N                                                | 0                                                       |
| 5          | Arcadia University  
450 S Easton Rd  
Glenside, Pennsylvania 19038  
Url: www.arcadia.edu  
Justin Mitchell  
Manual Posting | N                                                | 0                                                       |
| 6          | Army Community Service - Carlisle Barracks  
Building 632, Wright Avenue Army Community Service  
Carlisle Barracks  
Carlisle, Pennsylvania 17013-5046  
Phone: 717-962-5342  
Email: jeffrey.a.hanks3.civ@mail.mil  
Jeffrey Hanks | N                                                | 0                                                       |
| 7          | Black Career Women's Network  
Black Career Women's Network, LLC  
Cincinnati, Ohio  
Url: https://bcwnetwork.com  
Monica McEntire  
Manual Posting | N                                                | 0                                                       |
| 8          | Bloomsburg University  
400 East 2nd Street  
Bloomsburg, Pennsylvania 17815  
Url: www.bloomu.edu  
M Babb  
Manual Posting | N                                                | 0                                                       |
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</tr>
</thead>
</table>
| 9         | Bowie State University  
J.Alexander Wiseman Centre, Rm. 126 14000 Jericho Park Rd.  
Bowie, Maryland 20715  
Phone : 301-860-3825  
Url : http://www.bowiestate.edu  
Job Listings  
Manual Posting | N | 0 |
| 10        | Cabrini University  
610 King of Prussia Rd  
Wayne, Pennsylvania 19087  
Url : www.cabrini.edu/career  
Mark Choquette  
Manual Posting | N | 0 |
| 11        | California University of Pennsylvania  
250 University Ave  
California, Pennsylvania 15419  
Url : www.calu.edu/careers  
Rhonda Gifford  
Manual Posting | N | 0 |
| 12        | Cairn University  
200 Manor Avenue  
Langhorne, Pennsylvania 19047  
Phone : 2157024422  
Url : https://cairn.edu/careercenter/  
Career Center  
Manual Posting | N | 0 |
| 13        | Carlow University  
3333 5th Ave  
Pittsburgh, Pennsylvania 15213  
Url : www.carlow.edu  
Jennifer Holbert  
Manual Posting | N | 0 |
| 14        | Carnegie Mellon University  
5000 Forbes Ave Carnegie Mellon University  
Pittsburgh, Pennsylvania 15213  
Url : www.cmu.edu/career  
Kevin Monahan  
Manual Posting | N | 0 |
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</tr>
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<tbody>
<tr>
<td>15</td>
<td>Cedar Crest College 100 College Drive Allentown, Pennsylvania 18104</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.cedarcrest.edu">www.cedarcrest.edu</a> Candice Sierzega Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Chatham University Woodland Road Pittsburgh, Pennsylvania 15232</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.chatham.edu">www.chatham.edu</a> Crystal Vietmeier Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Cheyney University 324 Burleigh Hall, 1837 University Circle P. O. Box 200</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Cheyney, Pennsylvania 19319 Phone: 610-399-2033</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone: 813-254-9695</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email: <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Columbia University 74 Morningside Drive Center for Career Education, East</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Campus Lower Lvl New York, New York 10027 Phone: 813-254-9695</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: cce.columbia.edu Rebecca Schramm Manual Posting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>County of York Veterans Affairs 100 West Market Street York, Pennsylvania 17401</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Phone: 717-771-9218 Email: <a href="mailto:tgendron@yorkcountypa.gov">tgendron@yorkcountypa.gov</a> Fax: 1-717-771-4617</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Terry Gendron</td>
<td></td>
<td></td>
</tr>
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</thead>
</table>
| 21        | Delaware State University  
Martin Luther King, Jr. Student Center, Suite 333 1200 N. DuPont Highway  
Dover, Delaware 19901  
Phone: 302-857-6120  
Url: http://www.desu.edu  
Job Listings  
Manual Posting | N | 0 |
| 22        | Delaware Valley University  
700 E Butler Ave  
Doylestown, Pennsylvania 18901  
Url: https://www.delval.edu  
Ben Rusiloski  
Manual Posting | N | 0 |
| 23        | Dickinson College  
28 N College St  
Carlisle, Pennsylvania 17013  
Url: http://www.dickinson.edu/careercenter  
Tammy Heberlig  
Manual Posting | N | 0 |
| 24        | Duquesne University  
600 Forbes Avenue  
Pittsburgh, Pennsylvania 15282  
Phone: 4123966644  
Url: duq.edu/careerdevelopment  
Kim Pierce  
Manual Posting | N | 0 |
| 25        | East Stroudsburg University  
200 Prospect Street  
East Stroudsburg, Pennsylvania 18301  
Url: https://www.esu.edu/students/career_development/in Career Development  
Manual Posting | N | 0 |
| 26        | Eastern University  
1300 Eagle Rd  
Saint Davids, Pennsylvania 19087  
Url: www.eastern.edu  
Sarah Todd  
Manual Posting | N | 0 |
| 27        | Educational Institution | | 3 |
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</tr>
</thead>
</table>
| 28        | Elizabethtown College  
1 Alpha Dr  
Elizabethtown, Pennsylvania 17022  
Phone : 7173611206  
Url : http://www.etown.edu  
Jane Nini  
Manual Posting | N | 0 |
| 29        | Emerson College  
120 Boylston Street  
Boston, Massachusetts 02116  
Url : www.emerson.edu/careers-internships/employers  
Blaine Butler  
Manual Posting | N | 0 |
| 30        | Employee Referral  
| | N | 5 |
| 31        | Forte Foundation  
9600 Escarpment Suite 745 PMB 72  
Austin, Texas 78749  
Url : http://www.fortefoundation.org  
Denise Montana  
Manual Posting | N | 0 |
| 32        | Franklin & Marshall College  
PO Box 3003  
Lancaster, Pennsylvania 17604  
Url : www.fandm.edu/ospgd  
ISOGD Career Services  
Manual Posting | N | 0 |
| 33        | Geneva College  
3200 College Ave  
Beaver Falls, Pennsylvania 15010  
Url : www.geneva.edu  
Sue Figgins  
Manual Posting | N | 0 |
| 34        | Gettysburg College  
300 N Washington St  
Gettysburg, Pennsylvania 17325  
Phone : 7173376616  
Url : www.gettysburg.edu  
Rebecca Barth  
Manual Posting | N | 0 |
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</thead>
</table>
| 35        | Grove City College  
100 Campus Dr  
Grove City, Pennsylvania 16127  
Url: www.gcc.edu/cso  
Mandy Sposato  
Manual Posting | N                                      | 0                                               |
| 36        | Gwynedd Mercy University  
1325 Sumneytown Pike  
Gwynedd Valley, Pennsylvania 19437  
Url: www.gmercyu.edu  
Nicholas Schaefer  
Manual Posting | N                                      | 0                                               |
| 37        | Harrisburg Area Community College  
One HACC Drive  
Harrisburg, Pennsylvania 17110  
Phone: 717-780-2522  
Url: http://www.hacc.edu/Students/CareerServices/Career  
Harrisburg Campus  
Manual Posting | N                                      | 0                                               |
| 38        | Harrisburg University  
326 Market Street  
Harrisburg, Pennsylvania 17101  
Phone: 7179015100  
Url: www.harrisburgu.edu  
Email: careerservices@harrisburgu.edu  
Melissa Morgan | N                                      | 0                                               |
| 39        | Haverford College  
370 Lancaster Ave  
Haverford, Pennsylvania 19041  
Url: www.haverford.edu  
Laura Reiter  
Manual Posting | N                                      | 0                                               |
| 40        | Howard University  
C.B. Powell Building, Room 206 525 Bryant Street, NW  
Washington, District of Columbia 20059  
Phone: 202-806-7513  
Url: http://www.howard.edu  
Job Listings  
Manual Posting | N                                      | 0                                               |
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</tr>
</thead>
</table>
| 41        | Immaculata University  
1145 W King Road  
Immaculata, Pennsylvania 19345  
Url : https://www.immaculata.edu/  
Heidi Harrison  
Manual Posting | N | 0 |
| 42        | Indeed.com | N | 9 |
| 43        | Indiana University of Pennsylvania  
1011 South Dr  
Indiana, Pennsylvania 15701  
Url : www.iup.edu/career  
Kelsey Thompson  
Manual Posting | N | 0 |
| 44        | Interactive Government  
7432 Alban Station Blvd B248  
Springfield, Virginia 22150  
Phone : 717-861-2547  
Email : Rebecca.m.kuleba.ctr@mail.mil  
Rebecca Kuleba | N | 0 |
| 45        | Ithaca College  
953 Danby Rd  
Ithaca, New York 14850  
Url : www.ithaca.edu/careers  
John Fracchia  
Manual Posting | N | 0 |
| 46        | Job/Bulletin Board | N | 17 |
| 47        | Johns Hopkins University  
3400 North Charles Street  
Baltimore, Maryland 21218  
Url : https://www.jhu.edu  
Career Offices  
Manual Posting | N | 0 |
| 48        | K.I. Recruiting  
2500 N. 3rd Street  
Harrisburg, Pennsylvania 17110  
Phone : 717-215-2892  
Url : http://www.welcometoharrisburg.com  
Email : welcometoharrisburg@gmail.com  
Rebecca Doctrow | Y | 0 |
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<tr>
<td><strong>49</strong></td>
<td>N</td>
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</tr>
<tr>
<td><strong>50</strong></td>
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<td><strong>52</strong></td>
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<tr>
<td><strong>55</strong></td>
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<tbody>
<tr>
<td>Kutztown University of Pennsylvania 15200 Kutztown Road Kutztown, Pennsylvania 19530 Url : <a href="https://www.kutztown.edu/">https://www.kutztown.edu/</a> Kerri Gardi Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>La Salle University 1900 West olney Avenue Philadelphia, Pennsylvania 19141 Phone : 2159511075 Url : <a href="http://www.lasalle.edu">www.lasalle.edu</a> Dave Prisco Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>Lebanon Valley College 101 College Ave Annville, Pennsylvania 17003 Phone : 7178676560 Url : <a href="http://www.lvc.edu.breen-center">www.lvc.edu.breen-center</a> Natalia Smith Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>Lehigh University 27 Memorial Dr W Bethlehem, Pennsylvania 18015 Url : careercenter.lehigh.edu Marcia McKay Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>Linked In</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>Lock Haven University 401 N Fairview St Lock Haven, Pennsylvania 17745 Url : <a href="http://www.lockhaven.edu/career">www.lockhaven.edu/career</a> MaryJo Campana Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
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</table>
| 56        | Mansfield University  
31 South Academy St  
Mansfield, Pennsylvania 16933  
Url: https://career.mansfield.edu/  
Mansifled Career Center  
Manual Posting | N | 0 |
| 57        | Marywood University  
2300 Adams Avenue  
Scranton, Pennsylvania 18509  
Url: www.marywood.edu  
Michael Magistro  
Manual Posting | N | 0 |
| 58        | McDaniel College  
2 College Hill  
Westminster, Maryland 21157  
Url: ceo.mcdaniel.edu  
Cristal Fortino  
Manual Posting | N | 0 |
| 59        | MediaLine  
P.O. Box 51909  
Pacific Grove, California 93950  
Phone: 800-237-8073  
Url: http://www.medialine.com  
Email: medialine@medialine.com  
Mark Shilstone | N | 0 |
| 60        | Mercyhurst University  
501 East 38th Street  
Erie, Pennsylvania 16546  
Phone: 8148242426  
Url: www.mercyhurst.edu  
Frank Rizzone  
Manual Posting | N | 0 |
| 61        | Messiah College  
1 College Ave  
Mechanicsburg, Pennsylvania 17055  
Phone: 717-691-6016  
Url: www.messiah.edu  
Carol Hall  
Manual Posting | N | 1 |
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</table>
| 62        | Muhlenberg College  
2400 Chew St  
Allentown, Pennsylvania 18104  
Url: http://www.muhlenberg.edu/careercenter/  
Presidential Assistant  
Manual Posting | N | 0 |
| 63        | National Association of Hispanic Journalist, Region 3  
503 Martindale St. Suite 300  
Pittsburgh, Pennsylvania 15212  
Phone: 850-459-5064  
Url: http://www.nahj12.com  
Email: chrisram46@yahoo.com  
Chris Ramirez | N | 0 |
| 64        | National Press Photographers Association  
3200 Croasdaile Dr. Suite 306  
Durham, North Carolina 27705  
Phone: 919-383-7246  
Url: http://www.nppa.org  
Email: tkenniff@nppa.org  
Thomas Kenniff | N | 0 |
| 65        | Nexstar Media Group, Inc.  
545 E. John Carpenter Freeway Suite 700  
Irving, Texas 75062  
Phone: 972-764-6715  
Terri Bush  
Manual Posting | N | 20 |
| 66        | Nexstar's Facebook Page | N | 2 |
| 67        | Office of Vocational Rehabilitation (Harrisburg Office)  
555 Walnut St., 8th Floor  
Harrisburg, Pennsylvania 17101-9977  
Phone: 717-346-2788  
Url: www.dli.state.pa.us  
Email: ronadavis@pa.gov  
Fax: 1-717-783-7245  
Ron Davis | Y | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>68</td>
<td>Office of Vocational Rehabilitation (York District Office) 2550 Kingston Road, Suite 101 York, Pennsylvania 17402 Phone: 717.771.4407 ext 234 Url: <a href="http://www.dli.state.pa.us">www.dli.state.pa.us</a> Email: <a href="mailto:cmento@pa.gov">cmento@pa.gov</a> Fax: 1-717-771-4421 Caitlin Mento</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>69</td>
<td>PA State University College of Communications Office of Internships &amp; Career Placement 208_D Carnegie Building University Park, Pennsylvania 16802 Phone: 814-863-4674 Url: <a href="http://www.psu.edu">http://www.psu.edu</a> Email: <a href="mailto:rpm163@psu.edu">rpm163@psu.edu</a> Bob Martin</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>70</td>
<td>Penn State Abington 1600 Woodland Road Abington, Pennsylvania 19001 Url: <a href="https://abington.psu.edu/career-professional-devel">https://abington.psu.edu/career-professional-devel</a> Email: <a href="mailto:med98@psu.edu">med98@psu.edu</a> Michelle Daly</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>71</td>
<td>Penn State University 201 Old Main University Park, Pennsylvania 16802 Url: <a href="https://www.psu.edu/Career">https://www.psu.edu/Career</a> Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>72</td>
<td>Pennsylvania Army National Guard Department of Military &amp; Veterans Affairs Building 7-10 FTIG Annville, Pennsylvania 17003-5002 Phone: 717-861-2640 Email: <a href="mailto:jon.m.skipper.mil@mail.mil">jon.m.skipper.mil@mail.mil</a> Fax: 1-717-861-9399 Sergeant Jon Skipper</td>
<td>N</td>
<td>0</td>
</tr>
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</table>
| 74        | Pennsylvania Career Link  
100 N. Cameron St.  
Harrisburg, Pennsylvania 17101  
Phone: 717-783-3270  
Url: http://www.cwds.state.pa.us  
Job Listings  
Manual Posting | N | 1 |
| 75        | Point Park University  
201 Wood St  
Pittsburgh, Pennsylvania 15222  
Url: www.pointpark.edu  
Angela Scaramucci  
Manual Posting | N | 0 |
| 76        | Professional/Industry Trade Organization | N | 2 |
| 77        | Promaxbda  
5700 Wilshire Blvd Suite 275  
Los Angeles, California 90036  
Url: https://jobs.promaxbda.org/  
Rachel Wyatt  
Manual Posting | N | 0 |
| 78        | Robert Morris University The PPG Industries Career and Leadership Development Center  
6001 University Boulevard  
Moon Township, Pennsylvania 15108  
Phone: 412-397-3200  
Url: http://www.rmu.edu  
Marla Burgess  
Manual Posting | Y | 0 |
| 79        | Saint Joseph's University  
5600 City Avenue  
Philadelphia, Pennsylvania 19131  
Url: https://www.sju.edu  
Lisa Hansinger  
Manual Posting | N | 0 |
| 80        | Seton Hill University  
1 Seton Hill Drive  
Greensburg, Pennsylvania 15601  
Url: setonhill.edu/careerservices  
Renee Starek  
Manual Posting | N | 0 |
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</table>
| 81        | Shepherd University  
301 N King St  
Shepherdstown, West Virginia 25443  
Url: www.shepherd.edu  
Melissa Markey  
Manual Posting | N | 0 |
| 82        | Shippensburg University  
1871 Old Main Drive  
Shippensburg, Pennsylvania 17257  
Url: www.ship.edu  
Janet Asst Director Career Comm Engagement Cnt  
Manual Posting | N | 0 |
| 83        | Slippery Rock University  
124 Bailey Library 1 Morrow Way  
Slippery Rock, Pennsylvania 16057  
Phone: 724-738-2028  
Url: http://www.sru.edu  
Job Listings  
Manual Posting | Y | 0 |
| 84        | Southern New Hampshire University  
2500 North Riv  
Manchester, New Hampshire 03106  
Url: www.my.snhu.edu  
Beth Prieto  
Manual Posting | N | 0 |
| 85        | Susquehanna University  
514 University Avenue  
Selinsgrove, Pennsylvania 17870  
Phone: 570-372-4300  
Url: http://www.susqu.edu  
Email: lawtona@susqu.edu  
Aisulu Lawton | N | 0 |
| 86        | Temple University  
1801 N Broad St  
Philadelphia, Pennsylvania 19122  
Phone: 21520479814  
Url: www.temple.edu  
Erin Lemons  
Manual Posting | N | 0 |
# WHTM-TV

## EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

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</table>
| 87        | Thaddeus Stevens College Of Technology  
750 East King Street  
Lancaster, Pennsylvania 17602  
Url : http://stevenscollege.edu/  
Laurie Grove  
Manual Posting | N | 0 |
| 88        | The University of Scranton  
800 Linden St  
Scranton, Pennsylvania 18510  
Phone : 5709417640  
Url : https://www.scranton.edu/careers  
Dana Relation  
Manual Posting | N | 0 |
| 89        | Totton-Peters Communications, Inc.  
4611 Clarendon Street  
Harrisburg, Pennsylvania 17109  
Phone : 717-736-0222  
Email : jmariepeters@yahoo.com  
Joan Peters | Y | 0 |
| 90        | Towson University  
7800 York Rd  
Towson, Maryland 21204  
Url : www.towson.edu/careercenter  
Casey Miller  
Manual Posting | N | 0 |
| 91        | TVJOBS.com  
P.O. Box 4116  
Oceanside, California 92052  
Phone : 800-374-0119  
Url : http://www.tvjobs.com  
Email : jobs@tvjobs.com  
Mark Holloway | N | 2 |
| 92        | University of California Berkeley  
2440 Bancroft Way  
Berkeley, California 94720  
Phone : 510-642-3461  
Url : https://career.berkeley.edu  
Tom Devlin  
Manual Posting | N | 0 |
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| 93        | University of Delaware  
401 Academy Street  
Newark, Delaware  
Url: [www.udel.edu/CSC](http://www.udel.edu/CSC)  
Jenni Kaper  
Manual Posting | N | 0 |
| 94        | University of Maryland Eastern Shore  
30665 Student Services Center  
Princess Anne, Maryland 21853  
Url: [https://www.umes.edu/home/](https://www.umes.edu/home/)  
Theresa Queenan  
Manual Posting | N | 0 |
| 95        | University of Pennsylvania  
3718 LOCUST WALK  
Philadelphia, Pennsylvania 19104  
Url: [https://www.vpul.upenn.edu/careerservices/](https://www.vpul.upenn.edu/careerservices/)  
Natty Leach  
Manual Posting | N | 0 |
| 96        | University of Pittsburgh  
4200 Fifth Ave  
Pittsburgh, Pennsylvania 15213  
Phone: 412-648-7129  
Url: [www.careers.pitt.edu](http://www.careers.pitt.edu)  
Career Center University of Pittsburgh  
Manual Posting | N | 0 |
| 97        | Ursinus College  
601 E Main St  
Collegeville, Pennsylvania 19426  
Phone: 6104093599  
Url: [www.ursinus.edu/career](http://www.ursinus.edu/career)  
Sharon Hansen  
Manual Posting | N | 0 |
| 98        | Villanova University  
E County Line Rd  
Villanova, Pennsylvania 19085  
Phone: 6105194060  
Url: [www.careers.villanova.edu](http://www.careers.villanova.edu)  
Maureen Piotti  
Manual Posting | N | 0 |
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<tbody>
<tr>
<td>99</td>
<td>Wake Forest University 1834 Wake Forest Road Winston-Salem, North Carolina 27109 Url: opcd.wfu.edu Ashley Graham Phipps Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>101</td>
<td>Westminster College - PA 319 South Market Street New Wilmington, Pennsylvania 16172 Url: <a href="http://www.westminster.edu">www.westminster.edu</a> Katy DeMedal Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>103</td>
<td>Widener University One University Place Chester, Pennsylvania 19013 Url: <a href="http://www.widener.edu">www.widener.edu</a> Sally Lawrence Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>104</td>
<td>Wilmington University 320 N DuPont Hwy New Castle, Delaware 19720 Url: <a href="http://www.wilmu.edu">www.wilmu.edu</a> Kim Plusch Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
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<tr>
<td>105</td>
<td><a href="http://www.mediagignow.com">www.mediagignow.com</a>&lt;br&gt;717 Green Valley Road Suite 200&lt;br&gt;Greensboro, North Carolina 27408&lt;br&gt;Phone : 336-553-0620&lt;br&gt;Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a>&lt;br&gt;Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a>&lt;br&gt;MediaGigNow.com</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>106</td>
<td>York College of Pennsylvania&lt;br&gt;Campbell Hall, Room 200 441 Country Club Road&lt;br&gt;York, Pennsylvania 17403&lt;br&gt;Phone : 717-846-7788&lt;br&gt;Url : <a href="http://www.ycp.edu">http://www.ycp.edu</a>&lt;br&gt;Job Listings&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>107</td>
<td>York PA Productions, LLC&lt;br&gt;758 West King St. 2nd Floor - Side&lt;br&gt;York, Pennsylvania 17401-3627&lt;br&gt;Phone : 800-339-0770&lt;br&gt;Email : <a href="mailto:christopher.simonton@yahoo.com">christopher.simonton@yahoo.com</a>&lt;br&gt;Christopher Simonton</td>
<td>Y</td>
<td>0</td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 76
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participation in job banks, internet programs and other programs designed to promote outreach</td>
<td>The Station regularly disseminates job vacancy notices, including upper-level positions, to various internet job banks, including Media Line and Pennsylvania Broadcasters Association, media/trade organizations with a broad-based membership, including the participation of women and minorities.</td>
<td>1</td>
<td>Business Human Resource Coordinator</td>
</tr>
<tr>
<td>Participation in events sponsored by community groups</td>
<td>Station personnel participated at the Salvation Army &quot;Dream it, Be it&quot; conference, which included a discussion on broadcast industry career choices and job qualifications.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports, and weather. The Station hosted one (1) intern from Messiah College during the 2018 Spring Semester; four (4) interns from Waynesburg University, Millersville University, Ohio University, and Penn State University during the 2018 Summer Semester; and four (4) interns from Shippensburg University, Kutztown University, Millersville University, and Messiah College during the 2019 Spring Semester.</td>
<td>1</td>
<td>Assistant News Director</td>
</tr>
<tr>
<td>Participation in events sponsored by community groups</td>
<td>Station personnel participated on the United Way of the Capital Region &quot;Women in Media Panel&quot;.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>Participation in events sponsored by community groups</td>
<td>Station personnel participated at the Holiday Tea, hosted by ADD GROUP. The event included a discussion about broadcast industry career choices and job qualifications.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>Participation in events sponsored by community groups</td>
<td>Station personnel participated in a career discussion at the Morningstar Pregnancy Services Center. The discussion included topics about broadcast industry career choices, job qualifications and experiences associated with working on a weekly news program.</td>
<td>1</td>
<td>Anchor</td>
</tr>
</tbody>
</table>
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<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/2/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel participated in a career discussion at Messiah College, which included a Q&amp;A session with Broadcast Students about working as a reporter and other aspects of the broadcast business.</td>
<td>1</td>
<td>Executive Producer</td>
</tr>
<tr>
<td>3/1/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station personnel spoke at Gettysburg College about jobs in broadcasting.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>3/15/2019</td>
<td>Participation in Job Fairs</td>
<td>The Station participated at Penn State University Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcast industry.</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>3/19/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station Personnel attended Career Day at two schools in the Northern Lebanon School District. During the morning session at Lickdale Elementary School, he spoke to twelve classes where he presented information on becoming a meteorologist as well as what the career was about. During the afternoon session at Fredericksburg Elementary School, he repeated the same program on becoming a meteorologist and what the career entitles to all students in the 3rd-5th grades.</td>
<td>1</td>
<td>Meteorologist</td>
</tr>
<tr>
<td>3/20/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Station Personnel visited with East High Elementary School with the Storm Tracker vehicle. He talked about the weather and his career as a meteorologist.</td>
<td>1</td>
<td>Meteorologist</td>
</tr>
<tr>
<td>3/27/2019</td>
<td>Hosting of Job Fair</td>
<td>The Station hosted a community job fair. The station provided administrative and advertising resources. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station(s) and in the broadcasting industry.</td>
<td>4</td>
<td>Digital Sales Manager Business Human Resource Coordinator Sales Assistant General Sales Manager</td>
</tr>
<tr>
<td>3/28/2019</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>Station personnel hosted a student job shadow from Middletown Area High School to give a view into jobs in broadcasting.</td>
<td>1</td>
<td>Anchor</td>
</tr>
</tbody>
</table>