

Annual EEO Public File Report Form

WWCP-TV, Johnstown, PA

Annual EEO Public File Report

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WWCP-TV, JOHNSTOWN, PA. This Report is required to be placed in the station's online public inspection files and posted on its web site, if the station has a web site.

The information contained in this Report covers the time period beginning 04/01/2021 to and including 03/31/2022 (the "Applicable Period").

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the FCC's rules, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC's rules.

The following Appendices 1, 2, and 3 have been designed to provide, in the aggregate, the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 04/01/2021 to 03/31/2022

Station(s) Comprising Station Employment Unit: WWCP-TV

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees from all Sources for this Position
1	1 – Account Executive	Referrals: Friend and Employee	3

Total Number of Persons Interviewed During Applicable Period. 3

Appendix 2 to
Annual EEO Public File Report Form

Covering the Period from 04/01/2021 to 03/31/2022

Station(s) Comprising Station Employment Unit: WWCP-TV

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Indeed.com	0	1-Account Executive
Cunninghambroadcasting.com	0	1-Account Executive
Other: Employee Referral	3	1-Account Executive

The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from: 04/01/2021 to 3/31/2022

Station(s) Comprising Station Employment Unit: WWCP-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Initiatives Undertaken by WWCP-TV

1) Provision of training to station and management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Date of Participation: MARCH 2022

Participating Employees: All

All employees participated in an online training module on recognizing and preventing harassment and discrimination in the workplace.

DEPARTMENT HEADS and SUPERVISORS (manager's edition) participated in a more in-depth online training on the same issue.

2) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment

Program Objectives:

- Develop links with universities and colleges to promote Cunningham Broadcasting Corporation and its stations as prospective employers.
- Create a symbiotic relationship between interns and Cunningham employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Station had two interns for this reporting period:

A. Brendgord

Attending: Pennsylvania State University

Interned: Spring 2021

N. Reilly

Attending: Pennsylvania State University

Interned: Spring 2021

Cunningham Broadcasting Corporation, owner of station WWCP-TV, is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Cunningham Broadcasting Corporation and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS related complex (ARC), veteran status or any other category protected by law.