

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 04/01/2022 to and including 03/31/2023 (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 04/01/2022 to 03/31/2023

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
Account Executive	PA Association of Broadcasters	3
Writer/Producer	Indeed	5

Total Number of Persons Interviewed During Applicable Period. 8

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 04/01/2022 to 03/31/2023

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 7501 N. Capital of Texas Highway Building B Austin, Texas, 78737 Phone: 800-462-5842 Url: http://www.indeed.com	3	Account Executive Writer/Producer
Cunninghambroadcasting.com 2000 West 41 st Street Baltimore, MD 21211 Tonya M. Anderson Phone: 410-467-1825 www.cunninghambroadcasting.com	0	Account Executive Writer/Producer
Internal Posting/Employee Referral 90 Lulay St. Suite #1 Johnstown, PA 15904 James Pastore Phone: 814-266-8088	3	Account Executive Writer/Producer

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
fox8tv.com 90 Lulay St. Suite #1 Johnstown, PA 15904 James Pastore Phone:814-266-8088	0	Account Executive Writer/Producer
abc23.com 90 Lulay St. Suite #1 Johnstown, PA 15904 James Pastore Phone:814-266-8088	0	Account Executive Writer/Producer
Handshake.com Posted online @handshake.com	0	Account Executive
Pacareerlink.pa.gov Posted online @ pacareerlink.com	0	Account Executive
PA Association of Broadcasters 208 N. 3 rd Street Suite 105 Harrisburg, PA 17101 www.pab.org Gail Ponti Phone:717-571-0376	1	Account Executive

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
LinkedIn Posted online@LinkedIn.com	0	Account Executive
MediaRecruiters.com Birschbach Media Sales & Marketing Dba MediaRecruiters.com 10582 Parkington Lane #37B Highlands Ranch, CO 80126 Art Scott 303-400-5150	0	Account Executive
University of Pittsburgh-Johnstown Spring 2023 All Major Job and Internship Job Fair 450 Schoolhouse Road Johnstown, PA 15904 Kim Shook kshook@pitt.edu	0	Account Executive
The HR Office (Agency) 2437 Commercial Blvd., Suite 1 State College, PA 16801 Sara Cramer Phone: 814-238-3750	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

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Covering the Period from: 04/01/2022 to 3/31/2023

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

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

Activity: Station Training on Preventing Harassment and Discrimination in the Workplace

Date of Participation: MARCH 2023

Participating Employees: All

All employees participated in an on-line 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 on-line training on the same issue.

Activity: PARTICIPATION IN PROGRAM SPONSORED BY EDUCATIONAL INSTITUTION RELATING TO CAREER OPPORTUNITIES IN BROADCASTING:: Future Business Leaders of America State Conference Judging

Date of Participation: April 11-12, 2022

Participating Employee: Jill Ream, Program Director

Host/Sponsor: Hershey Lodge-Hotel / PA Future Business Leaders of America (PA FBLA)

WWCP Program Director Jill Ream served as a Judge for the categories of Broadcast Journalism and Graphic Design at the annual PA FBLA State Competition. Over 50 different competitions took place over the two-day conference. Winning students from the state advanced to the National Competition in Chicago, Illinois in June.

Activity: SPONSORSHIP OF EVENT IN THE COMMUNITY DESIGNED TO INFORM AND EDUCATION MEMBERS OF THE PUBLIC AS TO EMPLOYMENT OPPORTUNITIES IN BROADCASTING: Producing & Broadcasting Weekly Show with Altoona Area High School

Date of Participation: September 2022 – June 2023

Participating Employees: James Pastore, Station Manager
Jill Brazill, Creative Services Manager
Thomas Concannon, Sr. Commercial Producer
Jason Bolinger, Commercial Producer
Joseph Skura, Writer/Producer

Program Goal:

The goal of the program is to have advanced broadcasting students gain experience producing show segments that focus on the Altoona Area School District clubs, sports activities, and general interest.

Program Objectives:

- Supporting our local community by producing and broadcasting a weekly show, "The Zone with Referee Rich", hosted by Rich DeLeo. The show airs Fridays at Noon and 10:35 p.m. on WWCP.
- Developing hands on experience for Broadcasting students and enhancing the schools programming.
- Create a symbiotic relationship between students and Cunningham employees.

Activity: PARTICIPATION IN PROGRAM SPONSORED BY EDUCATIONAL INSTITUTION RELATING TO CAREER OPPORTUNITIES IN BROADCASTING: High School Presentation

Date of Participation: March 10, 2023

Participating Employees: James Pastore, Station Manager

Presented a time management session to students at Hollidaysburg High School Wellness Fair-
"Time Management in the Workplace"

Cunningham Broadcasting Corporation and its station WWCP 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.