

## 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 04/01/2023 to and including 03/31/2024 (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 04/01/2023 to 03/31/2024

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--Account Executive	Internal Posting/Employee Referral	1
2--Account Executive	University of Pittsburgh Job Fair 2023	1
3--Account Executive	Indeed	5

Total Number of Persons Interviewed During Applicable Period. 7

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 04/01/2023 to 03/31/2024

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

Section 2: Recruitment Source Information

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
fox8tv.com 90 Lulay St. Suite #1 Johnstown, PA 15904  Tom Schmidt Phone:814-599-8450	0	Account Executive (1,2,3)
abc23.com 90 Lulay St. Suite #1 Johnstown, PA 15904  Tom Schmidt Phone:814-599-8450	0	Account Executive (1,2,3)
Handshake.com Posted online @handshake.com	0	Account Executive (1,2,3)

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
Pacareerlink.pa.gov Posted online @ pacareerlink.com	0	Account Executive (1,2,3)
PA Association of Broadcasters 208 N. 3 <sup>rd</sup> Street Suite 105 Harrisburg, PA 17101 www.pab.org  Gail Ponti Phone:717-571-0376	1	Account Executive (1,2,3)
LinkedIn Posted online@LinkedIn.com	0	Account Executive (1,2,3)
Cunninghambroadcasting.com	0	Account Executive (1,2,3)
University of Pittsburgh-Johnstown Spring 2023 All Major Job and Internship Job Fair 450 Schoolhouse Road Johnstown, PA 15904  Kim Shook kshook@pitt.edu	1	Account Executive (1,2,3)

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
Internal Posting 90 Lulay St. Suite #1 Johnstown, PA 19504  Tom Schmidt Phone:814-599-8450	1	Account Executive (1,2,3)
Indeed.com	4	Account Executive (1,2,3)

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: 04/01/2023 to 3/31/2024

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

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

**Activity: PARTICIPATION IN PROGRAM SPONSORED BY EDUCATIONAL INSTITUTION RELATING TO CAREER OPPORTUNITIES IN BROADCASTING: Job and Internship Fair**

Date of Participation: March 22, 2023

Participating Employees: James Pastore, Station Manager and Jill Brazill, Creative Services Dir.

Host/Sponsor: University of Pittsburgh at Johnstown / Major Job and Internship Fair

WWCP Station Manager Jim Pastore and Creative Services Director Jill Brazill participated in a Job and Internship Fair at the Johnstown Campus of the University of Pittsburgh (UPJ).

**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 17-18, 2023

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 Graphic Design, Public Service Announcements, and Digital Video Production 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 Orlando, Florida in June.

**Activity: PARTICIPATION IN PROGRAM SPONSORED BY EDUCATIONAL INSTITUTION RELATING TO CAREER OPPORTUNITIES IN BROADCASTING: Producing Weekly Sports Show with Altoona Area High School**

Date of Participation: April 2023–March 2024

Participating Employees: James Pastore, Station 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

**Activity: EDUCATIONAL EVENT**

Date of Station Participation: November 1, 2023  
Participating Employees: Jim Pastore, Station Manager; Joe Skura, Producer  
Host/Sponsor of Activity: FOX 8 News Now

On November 1, 2023, 10 students and four staff members from Genesis Christian Academy toured the FOX 8 News Now studio and talked with members of the team. They talked with the department heads and observed segments of the show being recorded.

**Activity: SCHOLARSHIP PROGRAM**

WWCP-TV, established the FOX 8 WWCP-TV Scholarship at Pennsylvania State University in April 2023. The scholarships for the 2023-2024 academic year were awarded to two Altoona High School Seniors who are members of the crew that produce "The Zone with Referee Rich". We will continue this scholarship annually to help students who are pursuing degrees in television broadcasting.

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

Date of Participation: March 2024  
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.

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.