

EEO PUBLIC FILE REPORT

FOR

STATION WTAE-TV  
Pittsburgh, PA

This EEO Public File Report  
Covers the Period Beginning April 1, 2008  
And Ending on March 31, 2009

## EEO PUBLIC FILE REPORT

This EEO Public File Report (“Report”) is filed in Station WTAE-TV’s public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission’s (“FCC”) rules.

➤ During the period beginning April 1, 2008 and ending on March 31, 2009, the station filled the following full-time vacancies:

- |                              |                               |                                |
|------------------------------|-------------------------------|--------------------------------|
| ➤ Resident Controller        | ➤ Accountant                  | ➤ Traffic/Sales Assistant      |
| ➤ Digital Account Executive  | ➤ Sales Account Executive (2) | ➤ Commercial Production Editor |
| ➤ Digital Executive Producer | ➤ Digital Producer            | ➤ Assistant Promotion Manager  |
|                              |                               | ➤ News Director                |

The station interviewed a total of 76 people for all full-time vacancies during the period covered in this report.

➤ The following are recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total # of Interviewees Referred	Recruitment Source	Total # of Interviewees Referred
thepittsburghchannel.com (WTAE website)	12	Pennsylvania Association of Broadcasters	
WTAE Internal Posting	4	Penn State/Beaver Campus	
African American Institute of Excellence		Pittsburgh Black Media Federation	
Art Institute of Pittsburgh	1	Pittsburgh NAACP	
Bethany College		Pittsburgh/Penn Technical Institute	
Bidwell Training Center		Pittsburgh Radio & Television Club	
Bradford School		Renewal, Inc.	
Career Link		Robert Morris University	
Carlow College		St. Vincent College	
CCAC/Homewood Campus		University of Phoenix, Pittsburgh Campus	
Collective Talent/Michaels Media		University of Pittsburgh	
Community College of Allegheny County	1	Urban League of Pittsburgh	
Community Options, Inc.		Waynesburg College	
Council 3 Rivers American Indian Center		Westminster College	
Director’s Guild of America, Inc.		Westmoreland County Community College	
Duquesne University		Wilberforce University	
Eastside Neighborhood Employment Center		Women in Communications	
Everett Institute (formerly Duff’s)		HotJobs.com	7
Higher Call World Outreach Church		The Leadership Institute	
Hill House Association		Medialine	
IBEW Local #385 & WTAE Steward		NAB Career Center	1
Indiana University of PA		TV Jobs Website/Bdcst Empl. Svcs.	
PA CareerLink of Westmoreland Co	1	Joe Rovitto/Consultant	1
Showcase Career Expo/WTAE	1	PAB/PRO Job Fairs	6
WTAE Employee Referral	11	WestPACS Job Fair	
Mail-In/Walk-In	1	Former Employee Referral	2
Hearst-Argyle Referral	6	Hearst-Argyle TV, Inc /Dolan Media Mgmt.	5
Internet Websites (url unknown)	1	Media Assn of Pgh Website	1
Unknown Source	4	Broadcast Cable Financial Management	2
Client Referral	5	LostRemote.com	1
Monster.com	2	TVSpy.com	
RTNDA.com		Thepittsburghjobboard.com/Innovative Recruiting/WTAE	
602 Communications.com website			

\* Interviewee Numbers shown with an asterisk (\*) throughout this report were interviewed for more than one position, and are only counted once in the above interviewee totals.

- **Attachment A (1-10)** contains the following information for each full-time vacancy:
  - The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
  - The recruitment source that referred the hiree for each full-time vacancy;
  - The total number of persons interviewed for each full-time vacancy; and
  - The total number of interviewees referred by each recruitment source used in connection with each vacancy.
  
- **Attachment B** contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

**ATTACHMENT A**  
**FULL-TIME VACANCY EEO INFORMATION – Form BP-03 (Rev.11-07-07)**

**Job Title of Vacancy:** Controller

**Recruitment Source That Referred Hiree:**

**Broadcast Cable Financial Management.com**  
**(BCFM.com)**

**Code:** RC-022608

**Total Number of Persons Interviewed for Vacancy:** 7

**Date Vacancy Opened:** 02/26/08

**Date Vacancy Filled:** 05/01/08

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
thepittsburghchannel.com/WTAE TV	400 Ardmore, Pgh PA 15221	C. Twomey	412-244-4535		No
WTAE Internal Posting	400 Ardmore Blvd, Pgh, PA 15221	K. Vitanza	412-244-4503		No
African American Institute of Excellence	7209 Race St, Pgh PA 15208	H. Saalih	412-242-8385		Yes
Art Institute of Pittsburgh	420 Blvd. of Allies, Pgh PA 15219	C.Flood	412-291-6531		Yes
Bethany College	304 Cramblet Hall, Bethany WV 26032	G. Colussi	304-829-7854		Yes
Bidwell Training Center	1815 Metropolitan St, Pgh PA 26032	W. Moody	412-323-4000		Yes
Bradford School	707 Grant St, Pgh PA 15219	D. Dougherty	412-391-6354		Yes
Career Link	425 Sixth Ave, Ste 2200, Pgh PA 15219	E. Pferdekamper	412-552-7036		Yes
Carlow College	3333 Fifth Ave, Pgh PA 15213	C. Smith	412-578-6067		Yes
CCAC/Homewood Campus	701 N. Homewood Ave, Pgh PA 15208	B. Bradford	412-371-1600		Yes
Collective Talent - Michaels Media	1721 Richardson Pl., Tampa FL 33606	M. Bille	813-254-9695		Yes
Community College of Allegheny County	808 Ridge Ave., Pgh PA 15212	R. Kmetz	412-237-2545		Yes
Community Options, Inc.	900 Sarah Street, Ste 101, Pgh., PA 15203	J. Cokel	412-431-7079		Yes
Council 3 Rivers American Indian Center	120 Charles St, Dorseyville, PA 15238	J. Richard	412-782-4457		Yes
Director's Guild of America, Inc.	110 W. 57 <sup>th</sup> St., New York, NY 10019	M. Dzialo	212-581-0370		DGA Only
Everett Institute (formerly Duff's)	100 Forbes Ave, Pgh PA 15222	D. Ritchie	412-261-4520		Yes
Duquesne University	600 Forbes Ave, Pgh PA 15282	J. McClenahan	412-396-6644		Yes
Eastside Neighborhood Employment Center	5100 Penn Ave., Pgh PA 15224	R. Turner	412-362-8580		Yes
Higher Call World Outreach Church	1321 Mifflin St., PO Box 310, Homestead PA 15120	F. Johnson	412-464-0241		Yes
Hill House Association	1835 Centre Ave., Pgh PA 15219	J. Henry	412-392-4404		Yes
IBEW Local #385	184 New Castle Rd, Butler PA 16001	S. Baker	724-285-3855		IBEW Only
Indiana University of PA	302 Pratt Hall, Indiana PA 15705	M. Babco	724-357-2234		Yes
PA Career Link of Westmoreland Co.	151 Pavilion Lane, Youngwood PA 15697	S. Zielinski	714-755-0469	1	Yes
Pennsylvania Association of Broadcasters	8501 Paxton St, Hummelstown PA 17036	R. Wyckoff	717-482-4820		Yes
Penn State-Beaver Campus	100 University Dr., Monaca PA 15061	N. Wilson	724-773-3809		Yes
Pittsburgh Black Media Federation	c/o Post-Gazette, 34 Blvd.ofAllies,Pgh PA 15222	N. Hill	412-263-1100		Yes
Pittsburgh NAACP	2203 Wylie Ave, Pgh PA 15219	S. Moorefield	412 471-1024		Yes
Pittsburgh/Penn Technical Institute	1111 McKee Rd, Oakdale, PA 15071	C. Brooks	412-809-5150		Yes
Pittsburgh Radio & Television Club	PO Box 11011, Pgh PA 15237	S. Sokoloski	412-389-1012		Yes
Renewal, Inc.	339 Blvd of the Allies, Pgh PA 15222	C. Sullivan	412-697-1606		Yes
Robert Morris University	881 Narrows Run Rd, Coraopolis PA 15108	S. Broman	412-299-2482		Yes
St. Vincent College	300 Fraser Purchase Rd, Latrobe, PA 15650-2690	C. Baum	724-537-4570		Yes
University of Phoenix, Pittsburgh Campus	Penn Center West, Bldg 6, Ste 100, Pgh PA 15276	M. Stefanick	412 200-3044		Yes
University of Pittsburgh Website	224 William Pitt Union, Pgh PA 15260	K. Bernazzoli	412-648-7129		No
Urban League of Pittsburgh	One Smithfield St, 3 <sup>rd</sup> Fl, Pgh PA 15222	D. Wanamaker	412-227-4172		Yes
Waynesburg College	51 W. College St., Waynesburg PA 15370	M. Coffman	724-852-3399		Yes
Westminster College	Career Center, New Wilmington PA 16172	K. Edmiston	724-946-7339		Yes
Westmoreland Co. Community College	400 Armbrust Rd, Youngwood PA 15697	C. Noel	714-925-4058		Yes
Wilberforce University	POBox 1001, Wilberforce, OH 45384-1001	H. Williams	937-708-5252		No
Women In Communications	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	K. Carlin	412-263-2588		Yes
WTAE-TV/IBEW	400 Ardmore Blvd, Pgh PA 15221	IBEW Steward	412-242-4300		IBEW Only
HotJobs.com Website	45 W.18 <sup>th</sup> St., New York, NY 10011	A. Hofferan	646-351-5572	3	No
The Leadership Institute	1101 N. Highland St, Arlington, VA 22201	J. Cromwell	703-247-4987		Yes
Medialine	Box 51909, Pacific Grove CA 93950	M. Shilstone	800-237-8073		Yes
NAB Career Center	1771 N Street, NW, Washington DC 20036	K. Hunter	202-429-5498		Yes
TV Jobs Website/Bdcast Empl. Svcs	P.O. Box 4116, Oceanside CA 92052	Mark Holloway	800 374-0119		No
Mail-In/Walk-In				1	No
WTAE Employee Referral					No
HATV Referral					No
Broadcast Cable Financial Management.com (BCFM.com)				2	No

**ATTACHMENT A**  
**FULL-TIME VACANCY EEO INFORMATION – Form BP-03 (Rev.11-07-07)**

**Job Title of Vacancy:** Digital Sales Account Executive  
**Code:** DAE-020408  
**Date Vacancy Opened:** 02/04/08  
**Date Vacancy Filled:** 05/05/08

**Recruitment Source That Referred Hiree:**

**PAB/PRO Job Fair-Duquesne University**

**Total Number of Persons Interviewed for Vacancy:** 9

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
thepittsburghchannel.com/WTAE TV	400 Ardmore, Pgh PA 15221	C. Twomey	412-244-4535		No
WTAE Internal Posting	400 Ardmore Blvd, Pgh, PA 15221	K. Vitanza	412-244-4503		No
African American Institute of Excellence	7209 Race St, Pgh PA 15208	H. Saalih	412-242-8385		Yes
Art Institute of Pittsburgh	420 Blvd. of Allies, Pgh PA 15219	C.Flood	412-291-6531		Yes
Bethany College	304 Cramblet Hall, Bethany WV 26032	G. Colussi	304-829-7854		Yes
Bidwell Training Center	1815 Metropolitan St, Pgh PA 26032	W. Moody	412-323-4000		Yes
Bradford School	707 Grant St, Pgh PA 15219	D. Dougherty	412-391-6354		Yes
Career Link	425 Sixth Ave., Ste 2200, Pgh PA 15219	E. Pierdekamper	412-552-7036		Yes
Carlow College	3333 Fifth Ave, Pgh PA 15213	C. Smith	412-578-6067		Yes
CCAC/Homewood Campus	701 N. Homewood Ave, Pgh PA 15208	B. Bradford	412-371-1600		Yes
Collective Talent - Michaels Media	1721 Richardson Pl., Tampa FL 33606	M. Bille	813-254-9695		Yes
Community College of Allegheny County	808 Ridge Ave., Pgh PA 15212	R. Kmetz	412-237-2545		Yes
Community Options, Inc.	900 Sarah Street, Ste 101, Pgh., PA 15203	J. Cokel	412-431-7079		Yes
Council 3 Rivers American Indian Center	120 Charles St, Dorseyville, PA 15238	J. Richard	412-782-4457		Yes
Director's Guild of America, Inc.	110 W. 57 <sup>th</sup> St., New York, NY 10019	M. Dzialo	212-581-0370		DGA Only
Everett Institute (formerly Duff's)	100 Forbes Ave, Pgh PA 15222	D. Ritchie	412-261-4520		Yes
Duquesne University	600 Forbes Ave, Pgh PA 15282	J. McClenahan	412-396-6644		Yes
Eastside Neighborhood Employment Center	5100 Penn Ave., Pgh PA 15224	R. Turner	412-362-8580		Yes
Higher Call World Outreach Church	1321 Mifflin St., PO Box 310, Homestead PA 15120	F. Johnson	412-464-0241		Yes
Hill House Association	1835 Centre Ave., Pgh PA 15219	J. Henry	412-392-4404		Yes
IBEW Local #385	184 New Castle Rd, Butler PA 16001	S. Baker	724-285-3855		IBEW Only
Indiana University of PA	302 Pratt Hall, Indiana PA 15705	M. Babco	724-357-2234		Yes
PA Career Link of Westmoreland Co.	151 Pavillion Lane, Youngwood PA 15697	S. Zielinski	714-755-0469		Yes
Pennsylvania Association of Broadcasters	8501 Paxton St, Hummelstown PA 17036	R. Wyckoff	717-482-4820		Yes
Penn State-Beaver Campus	100 University Dr., Monaca PA 15061	N. Wilson	724-773-3809		Yes
Pittsburgh Black Media Federation	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	N. Hill	412-263-1100		Yes
Pittsburgh NAACP	2203 Wylie Ave, Pgh PA 15219	S. Moorefield	412 471-1024		Yes
Pittsburgh/Penn Technical Institute	1111 McKee Rd, Oakdale, PA 15071	C. Brooks	412-809-5150		Yes
Pittsburgh Radio & Television Club	PO Box 11011, Pgh PA 15237	S. Sokoloski	412-389-1012		Yes
Renewal, Inc.	339 Blvd of the Allies, Pgh PA 15222	C. Sullivan	412-697-1606		Yes
Robert Morris University	881 Narrows Run Rd, Coraopolis PA 15108	S. Broman	412-299-2482		Yes
St. Vincent College	300 Fraser Purchase Rd, Latrobe, PA 15650-2690	C. Baum	724-537-4570		Yes
University of Phoenix, Pittsburgh Campus	Penn Center West, Bldg 6, Ste 100, Pgh PA 15276	M. Stefanick	412 200-3044		Yes
University of Pittsburgh Website	224 William Pitt Union, Pgh PA 15260	K. Bernazzoli	412-648-7129		No
Urban League of Pittsburgh	One Smithfield St, 3 <sup>rd</sup> Fl, Pgh PA 15222	D. Wanamaker	412-227-4172		Yes
Waynesburg College	51 W. College St., Waynesburg PA 15370	M. Coffman	724-852-3399		Yes
Westminster College	Career Center, New Wilmington PA 16172	K. Edmiston	724-946-7339		Yes
Westmoreland Co. Community College	400 Armbrust Rd, Youngwood PA 15697	C. Noel	714-925-4058		Yes
Wilberforce University	POBox 1001, Wilberforce, OH 45384-1001	H. Williams	937-708-5252		No
Women In Communications	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	K. Carlin	412-263-2588		Yes
WTAE-TV/IBEW	400 Ardmore Blvd, Pgh PA 15221	IBEW Steward	412-242-4300		IBEW Only
HotJobs.com Website	45 W.18 <sup>th</sup> St., New York, NY 10011	A. Hofferman	646-351-5572	2	No
The Leadership Institute	1101 N. Highland St, Arlington, VA 22201	J. Cromwell	703-247-4987		Yes
Medialine	Box 51909, Pacific Grove CA 93950	M. Shilstone	800-237-8073		Yes
NAB Career Center	1771 N Street, NW, Washington DC 20036	K. Hunter	202-429-5498	1	Yes
TV Jobs Website/Bcst Empl. Svcs	P.O. Box 4116, Oceanside CA 92052	Mark Holloway	800 374-0119		No
Mail-In/Walk-In					No
WTAE Employee Referral				2	No
HATV Referral				1	No
PAB/PRO Job Fair				2	No
Internet (URL Unknown)				1	No

**ATTACHMENT A**  
**FULL-TIME VACANCY EEO INFORMATION – Form BP-03 (Rev.11-07-07)**

**Job Title of Vacancy:** Digital Executive Producer  
**Code:** DEP-020108  
**Date Vacancy Opened:** 02/01/08  
**Date Vacancy Filled:** 06/09/08

**Recruitment Source That Referred Hiree:** LostRemote.com  
**Total Number of Persons Interviewed for Vacancy:** 2

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
thepittsburghchannel.com/WTAE TV	400 Ardmore, Pgh PA 15221	C. Twomey	412-244-4535	1	No
WTAE Internal Posting	400 Ardmore Blvd, Pgh, PA 15221	D. Henninger	412-244-4503		No
African American Institute of Excellence	7209 Race St, Pgh PA 15208	H. Saalih	412-242-8385		Yes
Art Institute of Pittsburgh	420 Blvd. of Allies, Pgh PA 15219	C.Flood	412-291-6531		Yes
Bethany College	304 Cramblet Hall, Bethany WV 26032	G. Colussi	304-829-7854		Yes
Bidwell Training Center	1815 Metropolitan St, Pgh PA 26032	W. Moody	412-323-4000		Yes
Bradford School	707 Grant St, Pgh PA 15219	D. Dougherty	412-391-6354		Yes
Career Link	425 Sixth Ave., Ste 2200, Pgh PA 15219	E. Pierdekamper	412-552-7036		Yes
Carlow College	3333 Fifth Ave, Pgh PA 15213	C. Smith	412-578-6067		Yes
CCAC/Homewood Campus	701 N. Homewood Ave, Pgh PA 15208	B. Bradford	412-371-1600		Yes
Collective Talent - Michaels Media	1721 Richardson Pl., Tampa FL 33606	M. Bille	813-254-9695		Yes
Community College of Allegheny County	808 Ridge Ave., Pgh PA 15212	R. Kmetz	412-237-2545		Yes
Community Options, Inc.	900 Sarah Street, Ste 101, Pgh., PA 15203	J. Cokel	412-431-7079		Yes
Council 3 Rivers American Indian Center	120 Charles St, Dorseyville, PA 15238	J. Richard	412-782-4457		Yes
Director's Guild of America, Inc.	110 W. 57 <sup>th</sup> St., New York, NY 10019	M. Dzialo	212-581-0370		DGA Only
Everett Institute (formerly Duff's)	100 Forbes Ave, Pgh PA 15222	D. Ritchie	412-261-4520		Yes
Duquesne University	600 Forbes Ave, Pgh PA 15282	J. McClenahan	412-396-6644		Yes
Eastside Neighborhood Employment Center	5100 Penn Ave., Pgh PA 15224	R. Turner	412-362-8580		Yes
Higher Call World Outreach Church	1321 Mifflin St., PO Box 310, Homestead PA 15120	F. Johnson	412-464-0241		Yes
Hill House Association	1835 Centre Ave., Pgh PA 15219	J. Henry	412-392-4404		Yes
IBEW Local #385	184 New Castle Rd, Butler PA 16001	S. Baker	724-285-3855		IBEW Only
Indiana University of PA	302 Pratt Hall, Indiana PA 15705	M. Babco	724-357-2234		Yes
PA Career Link of Westmoreland Co.	151 Pavillion Lane, Youngwood PA 15697	S. Zielinski	714-755-0469		Yes
Pennsylvania Association of Broadcasters	8501 Paxton St, Hummelstown PA 17036	R. Wyckoff	717-482-4820		Yes
Penn State-Beaver Campus	100 University Dr., Monaca PA 15061	N. Wilson	724-773-3809		Yes
Pittsburgh Black Media Federation	c/o Post-Gazette, 34 Blvd of Allies, Pgh PA 15222	N. Hill	412-263-1100		Yes
Pittsburgh NAACP	2203 Wylie Ave, Pgh PA 15219	S. Moorefield	412 471-1024		Yes
Pittsburgh/Penn Technical Institute	1111 McKee Rd, Oakdale, PA 15071	C. Brooks	412-809-5150		Yes
Pittsburgh Radio & Television Club	PO Box 11011, Pgh PA 15237	S. Sokoloski	412-389-1012		Yes
Renewal, Inc.	339 Blvd of the Allies, Pgh PA 15222	C. Sullivan	412-697-1606		Yes
Robert Morris University	881 Narrows Run Rd, Coraopolis PA 15108	S. Broman	412-299-2482		Yes
St. Vincent College	300 Fraser Purchase Rd, Latrobe, PA 15650-2690	C. Baum	724-537-4570		Yes
University of Phoenix, Pittsburgh Campus	Penn Center West, Bldg 6, Ste 100, Pgh PA 15276	M. Stefanick	412 200-3044		Yes
University of Pittsburgh Website	224 William Pitt Union, Pgh PA 15260	K. Bernazzoli	412-648-7129		No
Urban League of Pittsburgh	One Smithfield St, 3 <sup>rd</sup> Fl, Pgh PA 15222	D. Wanamaker	412-227-4172		Yes
Waynesburg College	51 W. College St., Waynesburg PA 15370	M. Coffman	724-852-3399		Yes
Westminster College	Career Center, New Wilmington PA 16172	K. Edmiston	724-946-7339		Yes
Westmoreland Co. Community College	400 Armbrust Rd, Youngwood PA 15697	C. Noel	714-925-4058		Yes
Wilberforce University	POBox 1001, Wilberforce, OH 45384-1001	H. Williams	937-708-5252		No
Women In Communications	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	K. Carlin	412-263-2588		Yes
WTAE-TV/IBEW	400 Ardmore Blvd, Pgh PA 15221	IBEW Steward	412-242-4300		IBEW Only
HotJobs.com Website	45 W.18 <sup>th</sup> St., New York, NY 10011	A. Hofferman	646-351-5572		No
The Leadership Institute	1101 N. Highland St, Arlington, VA 22201	J. Cromwell	703-247-4987		Yes
Medialine	Box 51909, Pacific Grove CA 93950	M. Shilstone	800-237-8073		Yes
NAB Career Center	1771 N Street, NW, Washington DC 20036	K. Hunter	202-429-5498		Yes
TV Jobs Website/Bcst Empl. Svcs	P.O. Box 4116, Oceanside CA 92052	Mark Holloway	800 374-0119		No
LostRemote.com				1	No
WTAE Employee Referral					No
HATV Referral					No

**ATTACHMENT A**  
**FULL-TIME VACANCY EEO INFORMATION – Form BP-03 (Rev.11-07-07)**

**Job Title of Vacancy:** Accountant  
**Code:** A-022608  
**Date Vacancy Opened:** 02/26/08  
**Date Vacancy Filled:** 06/16/08

**Recruitment Source That Referred Hiree:**

**HotJobs.com**

**Total Number of Persons Interviewed for Vacancy:**

**2**

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
thepittsburghchannel.com/WTAE TV	400 Ardmore, Pgh PA 15221	C. Twomey	412-244-4535		No
WTAE Internal Posting	400 Ardmore Blvd, Pgh, PA 15221	D. Henninger	412-244-4503		No
African American Institute of Excellence	7209 Race St, Pgh PA 15208	H. Saalih	412-242-8385		Yes
Art Institute of Pittsburgh	420 Blvd. of Allies, Pgh PA 15219	C.Flood	412-291-6531		Yes
Bethany College	304 Cramblet Hall, Bethany WV 26032	G. Colussi	304-829-7854		Yes
Bidwell Training Center	1815 Metropolitan St, Pgh PA 26032	W. Moody	412-323-4000		Yes
Bradford School	707 Grant St, Pgh PA 15219	D. Dougherty	412-391-6354		Yes
Career Link	425 Sixth Ave., Ste 2200, Pgh PA 15219	E. Pierdekamper	412-552-7036		Yes
Carlow College	3333 Fifth Ave, Pgh PA 15213	C. Smith	412-578-6067		Yes
CCAC/Homewood Campus	701 N. Homewood Ave, Pgh PA 15208	B. Bradford	412-371-1600		Yes
Collective Talent - Michaels Media	1721 Richardson Pl., Tampa FL 33606	M. Bille	813-254-9695		Yes
Community College of Allegheny County	808 Ridge Ave., Pgh PA 15212	R. Kmetz	412-237-2545		Yes
Community Options, Inc.	900 Sarah Street, Ste 101, Pgh., PA 15203	J. Cokel	412-431-7079		Yes
Council 3 Rivers American Indian Center	120 Charles St, Dorseyville, PA 15238	J. Richard	412-782-4457		Yes
Director's Guild of America, Inc.	110 W. 57 <sup>th</sup> St., New York, NY 10019	M. Dzialo	212-581-0370		DGA Only
Everett Institute (formerly Duff's)	100 Forbes Ave, Pgh PA 15222	D. Ritchie	412-261-4520		Yes
Duquesne University	600 Forbes Ave, Pgh PA 15282	J. McClenahan	412-396-6644		Yes
Eastside Neighborhood Employment Center	5100 Penn Ave., Pgh PA 15224	R. Turner	412-362-8580		Yes
Higher Call World Outreach Church	1321 Mifflin St., PO Box 310, Homestead PA 15120	F. Johnson	412-464-0241		Yes
Hill House Association	1835 Centre Ave., Pgh PA 15219	J. Henry	412-392-4404		Yes
IBEW Local #385	184 New Castle Rd, Butler PA 16001	S. Baker	724-285-3855		IBEW Only
Indiana University of PA	302 Pratt Hall, Indiana PA 15705	M. Babco	724-357-2234		Yes
PA Career Link of Westmoreland Co.	151 Pavillion Lane, Youngwood PA 15697	S. Zielinski	714-755-0469		Yes
Pennsylvania Association of Broadcasters	8501 Paxton St, Hummelstown PA 17036	R. Wyckoff	717-482-4820		Yes
Penn State-Beaver Campus	100 University Dr., Monaca PA 15061	N. Wilson	724-773-3809		Yes
Pittsburgh Black Media Federation	c/o Post-Gazette, 34 Blvd of Allies, Pgh PA 15222	N. Hill	412-263-1100		Yes
Pittsburgh NAACP	2203 Wylie Ave, Pgh PA 15219	S. Moorefield	412 471-1024		Yes
Pittsburgh/Penn Technical Institute	1111 McKee Rd, Oakdale, PA 15071	C. Brooks	412-809-5150		Yes
Pittsburgh Radio & Television Club	PO Box 11011, Pgh PA 15237	S. Sokoloski	412-389-1012		Yes
Renewal, Inc.	339 Blvd of the Allies, Pgh PA 15222	C. Sullivan	412-697-1606		Yes
Robert Morris University	881 Narrows Run Rd, Coraopolis PA 15108	S. Broman	412-299-2482		Yes
St. Vincent College	300 Fraser Purchase Rd, Latrobe, PA 15650-2690	C. Baum	724-537-4570		Yes
University of Phoenix, Pittsburgh Campus	Penn Center West, Bldg 6, Ste 100, Pgh PA 15276	M. Stefanick	412 200-3044		Yes
University of Pittsburgh Website	224 William Pitt Union, Pgh PA 15260	K. Bernazzoli	412-648-7129		No
Urban League of Pittsburgh	One Smithfield St, 3 <sup>rd</sup> Fl, Pgh PA 15222	D. Wanamaker	412-227-4172		Yes
Waynesburg College	51 W. College St., Waynesburg PA 15370	M. Coffman	724-852-3399		Yes
Westminster College	Career Center, New Wilmington PA 16172	K. Edmiston	724-946-7339		Yes
Westmoreland Co. Community College	400 Armbrust Rd, Youngwood PA 15697	C. Noel	714-925-4058		Yes
Wilberforce University	POBox 1001, Wilberforce, OH 45384-1001	H. Williams	937-708-5252		No
Women In Communications	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	K. Carlin	412-263-2588		Yes
WTAE-TV/IBEW	400 Ardmore Blvd, Pgh PA 15221	IBEW Steward	412-242-4300		IBEW Only
HotJobs.com Website	45 W.18 <sup>th</sup> St., New York, NY 10011	A. Hofferman	646-351-5572	2	No
The Leadership Institute	1101 N. Highland St, Arlington, VA 22201	J. Cromwell	703-247-4987		Yes
Medialine	Box 51909, Pacific Grove CA 93950	M. Shilstone	800-237-8073		Yes
NAB Career Center	1771 N Street, NW, Washington DC 20036	K. Hunter	202-429-5498		Yes
TV Jobs Website/Bcst Empl. Svcs	P.O. Box 4116, Oceanside CA 92052	Mark Holloway	800 374-0119		No
Mail-In/Walk-In					No
WTAE Employee Referral					No
HATV Referral					No

**FULL-TIME VACANCY EEO INFORMATION – Form BP-03 (Rev.11-07-07)**

**Job Title of Vacancy:** Sales Account Executive  
**Code:** SAE-080207  
**Date Vacancy Opened:** 08/02/07  
**Date Vacancy Filled:** 07/21/08

**Recruitment Source That Referred Hiree:**

**Client Referral**

**Total Number of Persons Interviewed for Vacancy:**

**13**

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
thepittsburghchannel.com/WTAE TV	400 Ardmore, Pgh PA 15221	C. Twomey	412-244-4535	1	No
WTAE Internal Posting	400 Ardmore Blvd, Pgh, PA 15221	D. Henninger	412-244-4503		No
African American Institute of Excellence	7209 Race St, Pgh PA 15208	H. Saalih	412-242-8385		Yes
Art Institute of Pittsburgh	420 Blvd. of Allies, Pgh PA 15219	C.Flood	412-291-6531		Yes
Bethany College	304 Cramblet Hall, Bethany WV 26032	G. Colussi	304-829-7854		Yes
Bidwell Training Center	1815 Metropolitan St, Pgh PA 26032	W. Moody	412-323-4000		Yes
Bradford School	707 Grant St, Pgh PA 15219	D. Dougherty	412-391-6354		Yes
Career Link	425 Sixth Ave, Ste 2200, Pgh PA 15219	E. Pferdekamper	412-552-7036		Yes
Carlow College	3333 Fifth Ave, Pgh PA 15213	C. Smith	412-578-6067		Yes
CCAC/Homewood Campus	701 N. Homewood Ave, Pgh PA 15208	B. Bradford	412-371-1600		Yes
Collective Talent - Michaels Media	1721 Richardson Pl., Tampa FL 33606	M. Bille	813-254-9695		Yes
Community College of Allegheny County	808 Ridge Ave., Pgh PA 15212	R. Kmetz	412-237-2545		Yes
Community Options, Inc.	900 Sarah Street, Ste 101, Pgh., PA 15203	J. Cokel	412-431-7079		Yes
Council 3 Rivers American Indian Center	120 Charles St, Dorseyville, PA 15238	J. Richard	412-782-4457		Yes
Director's Guild of America, Inc.	110 W. 57 <sup>th</sup> St., New York, NY 10019	M. Dzialo	212-581-0370		DGA Only
Everett Institute (formerly Duff's)	100 Forbes Ave, Pgh PA 15222	D. Ritchie	412-261-4520		Yes
Duquesne University	600 Forbes Ave, Pgh PA 15282	J. McClenahan	412-396-6644		Yes
Eastside Neighborhood Employment Center	5100 Penn Ave., Pgh PA 15224	R. Turner	412-362-8580		Yes
Higher Call World Outreach Church	1321 Mifflin St, PO Box 310, Homestead PA 15120	F. Johnson	412-464-0241		Yes
Hill House Association	1835 Centre Ave., Pgh PA 15219	J. Henry	412-392-4404		Yes
IBEW Local #385	184 New Castle Rd, Butler PA 16001	S. Baker	724-285-3855		IBEW Only
Indiana University of PA	302 Pratt Hall, Indiana PA 15705	M. Babco	724-357-2234		Yes
PA Career Link of Westmoreland Co.	151 Pavillion Lane, Youngwood PA 15697	S. Zielinski	714-755-0469		Yes
Pennsylvania Association of Broadcasters	8501 Paxton St, Hummelstown PA 17036	R. Wyckoff	717-482-4820		Yes
Penn State-Beaver Campus	100 University Dr., Monaca PA 15061	N. Wilson	724-773-3809		Yes
Pittsburgh Black Media Federation	c/o Post-Gazette, 34 Blvd.ofAllies,Pgh PA 15222	N. Hill	412-263-1100		Yes
Pittsburgh NAACP	2203 Wylie Ave, Pgh PA 15219	S. Moorefield	412 471-1024		Yes
Pittsburgh/Penn Technical Institute	1111 McKee Rd, Oakdale, PA 15071	C. Brooks	412-809-5150		Yes
Pittsburgh Radio & Television Club	PO Box 11011, Pgh PA 15237	S. Sokoloski	412-389-1012		Yes
Renewal, Inc.	339 Blvd of the Allies, Pgh PA 15222	C. Sullivan	412-697-1606		Yes
Robert Morris University	881 Narrows Run Rd, Coraopolis PA 15108	S. Broman	412-299-2482		Yes
St. Vincent College	300 Fraser Purchase Rd, Latrobe, PA 15650-2690	C. Baum	724-537-4570		Yes
University of Phoenix, Pittsburgh Campus	Penn Center West, Bldg 6, Ste 100, Pgh PA 15276	M. Stefanick	412 200-3044		Yes
University of Pittsburgh Website	224 William Pitt Union, Pgh PA 15260	K. Bernazzoli	412-648-7129		No
Urban League of Pittsburgh	One Smithfield St, 3 <sup>rd</sup> Fl, Pgh PA 15222	D. Wanamaker	412-227-4172		Yes
Waynesburg College	51 W. College St., Waynesburg PA 15370	M. Coffman	724-852-3399		Yes
Westminster College	Career Center, New Wilmington PA 16172	K. Edmiston	724-946-7339		Yes
Westmoreland Co. Community College	400 Armbrust Rd, Youngwood PA 15697	C. Noel	714-925-4058		Yes
Wilberforce University	POBox 1001, Wilberforce, OH 45384-1001	H. Williams	937-708-5252		No
Women In Communications	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	K. Carlin	412-263-2588		Yes
WTAE-TV/IBEW	400 Ardmore Blvd, Pgh PA 15221	IBEW Steward	412-242-4300		IBEW Only
HotJobs.com Website	45 W.18 <sup>th</sup> St., New York, NY 10011	A. Hofferan	646-351-5572		No
The Leadership Institute	1101 N. Highland St, Arlington, VA 22201	J. Cromwell	703-247-4987		Yes
Medialine	Box 51909, Pacific Grove CA 93950	M. Shilstone	800-237-8073		Yes
NAB Career Center	1771 N Street, NW, Washington DC 20036	K. Hunter	202-429-5498		Yes
TV Jobs Website/Bdcast Empl Svcs	P.O. Box 4116, Oceanside CA 92052	Mark Holloway	800 374-0119		No
PAB Job Fair/Duquesne University	600 Forbes Avenue, Pittsburgh, PA 15282			4	No
WTAE Employee Referral				3	No
Client Referral				5	No

**ATTACHMENT A**  
**FULL-TIME VACANCY EEO INFORMATION – Form BP-03 (Rev.11-07-07)**

**Job Title of Vacancy:** Digital Producer  
**Code:** DP-080408  
**Date Vacancy Opened:** 08/04/08  
**Date Vacancy Filled:** 08/25/08

**Recruitment Source That Referred Hiree:**

**WTAE Internal Posting**

**Total Number of Persons Interviewed for Vacancy:** 3

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
thepittsburghchannel.com/WTAE TV	400 Ardmore, Pgh PA 15221	C. Twomey	412-244-4535	2	No
WTAE Internal Posting	400 Ardmore Blvd, Pgh, PA 15221	D. Henninger	412-244-4503	1	No
African American Institute of Excellence	7209 Race St, Pgh PA 15208	H. Saalih	412-242-8385		Yes
Art Institute of Pittsburgh	420 Blvd. of Allies, Pgh PA 15219	C.Flood	412-291-6531		Yes
Bethany College	304 Cramblet Hall, Bethany WV 26032	G. Colussi	304-829-7854		Yes
Bidwell Training Center	1815 Metropolitan St, Pgh PA 26032	W. Moody	412-323-4000		Yes
Bradford School	707 Grant St, Pgh PA 15219	D. Dougherty	412-391-6354		Yes
Career Link	425 Sixth Ave, Ste 2200, Pgh PA 15219	E. Pierdekamper	412-552-7036		Yes
Carlow College	3333 Fifth Ave, Pgh PA 15213	C. Smith	412-578-6067		Yes
CCAC/Homewood Campus	701 N. Homewood Ave, Pgh PA 15208	B. Bradford	412-371-1600		Yes
Collective Talent - Michaels Media	1721 Richardson Pl., Tampa FL 33606	M. Bille	813-254-9695		Yes
Community College of Allegheny County	808 Ridge Ave., Pgh PA 15212	R. Kmetz	412-237-2545		Yes
Community Options, Inc.	900 Sarah Street, Ste 101, Pgh., PA 15203	J. Cokel	412-431-7079		Yes
Council 3 Rivers American Indian Center	120 Charles St, Dorseyville, PA 15238	J. Richard	412-782-4457		Yes
Director's Guild of America, Inc.	110 W. 57 <sup>th</sup> St., New York, NY 10019	M. Dzialo	212-581-0370		DGA Only
Everett Institute (formerly Duff's)	100 Forbes Ave, Pgh PA 15222	D. Ritchie	412-261-4520		Yes
Duquesne University	600 Forbes Ave, Pgh PA 15282	J. McClenahan	412-396-6644		Yes
Eastside Neighborhood Employment Center	5100 Penn Ave., Pgh PA 15224	R. Turner	412-362-8580		Yes
Higher Call World Outreach Church	1321 Mifflin St., PO Box 310, Homestead PA 15120	F. Johnson	412-464-0241		Yes
Hill House Association	1835 Centre Ave., Pgh PA 15219	J. Henry	412-392-4404		Yes
IBEW Local #385	184 New Castle Rd, Butler PA 16001	S. Baker	724-285-3855		IBEW Only
Indiana University of PA	302 Pratt Hall, Indiana PA 15705	M. Babco	724-357-2234		Yes
PA Career Link of Westmoreland Co.	151 Pavillion Lane, Youngwood PA 15697	S. Zielinski	714-755-0469		Yes
Pennsylvania Association of Broadcasters	8501 Paxton St, Hummelstown PA 17036	R. Wyckoff	717-482-4820		Yes
Penn State-Beaver Campus	100 University Dr., Monaca PA 15061	N. Wilson	724-773-3809		Yes
Pittsburgh Black Media Federation	c/o Post-Gazette, 34 Blvd of Allies, Pgh PA 15222	N. Hill	412-263-1100		Yes
Pittsburgh NAACP	2203 Wylie Ave, Pgh PA 15219	S. Moorefield	412 471-1024		Yes
Pittsburgh/Penn Technical Institute	1111 McKee Rd, Oakdale, PA 15071	C. Brooks	412-809-5150		Yes
Pittsburgh Radio & Television Club	PO Box 11011, Pgh PA 15237	S. Sokoloski	412-389-1012		Yes
Renewal, Inc.	339 Blvd of the Allies, Pgh PA 15222	C. Sullivan	412-697-1606		Yes
Robert Morris University	881 Narrows Run Rd, Coraopolis PA 15108	S. Broman	412-299-2482		Yes
St. Vincent College	300 Fraser Purchase Rd, Latrobe, PA 15650-2690	C. Baum	724-537-4570		Yes
University of Phoenix, Pittsburgh Campus	Penn Center West, Bldg 6, Ste 100, Pgh PA 15276	M. Stefanick	412 200-3044		Yes
University of Pittsburgh Website	224 William Pitt Union, Pgh PA 15260	K. Bernazzoli	412-648-7129		No
Urban League of Pittsburgh	One Smithfield St, 3 <sup>rd</sup> Fl, Pgh PA 15222	D. Wanamaker	412-227-4172		Yes
Waynesburg College	51 W. College St., Waynesburg PA 15370	M. Coffman	724-852-3399		Yes
Westminster College	Career Center, New Wilmington PA 16172	K. Edmiston	724-946-7339		Yes
Westmoreland Co. Community College	400 Armbrust Rd, Youngwood PA 15697	C. Noel	714-925-4058		Yes
Wilberforce University	POBox 1001, Wilberforce, OH 45384-1001	H. Williams	937-708-5252		No
Women In Communications	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	K. Carlin	412-263-2588		Yes
WTAE-TV/IBEW	400 Ardmore Blvd, Pgh PA 15221	IBEW Steward	412-242-4300		IBEW Only
HotJobs.com Website	45 W.18 <sup>th</sup> St., New York, NY 10011	A. Hofferman	646-351-5572		No
The Leadership Institute	1101 N. Highland St, Arlington, VA 22201	J. Cromwell	703-247-4987		Yes
Medialine	Box 51909, Pacific Grove CA 93950	M. Shilstone	800-237-8073		Yes
NAB Career Center	1771 N Street, NW, Washington DC 20036	K. Hunter	202-429-5498		Yes
TV Jobs Website/Bdcast Empl. Svcs	P.O. Box 4116, Oceanside CA 92052	Mark Holloway	800 374-0119		No
PAB Job Fair/Duquesne Univeristy	600 Forbes Avenue, Pittsburgh, PA 15282				No
WTAE Employee Referral					No
Client Referral					No

**ATTACHMENT A**  
**FULL-TIME VACANCY EEO INFORMATION – Form BP-03 (Rev.11-07-07)**

**Job Title of Vacancy:** TV Sales Account Executive  
**Code:** SAE-062008  
**Date Vacancy Opened:** 06/20/08  
**Date Vacancy Filled:** 09/08/08

**Recruitment Source That Referred Hiree:** Monster.com  
**Total Number of Persons Interviewed for Vacancy:** 12

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
thepittsburghchannel.com/WTAE TV	400 Ardmore, Pgh PA 15221	C. Twomey	412-244-4535		No
WTAE Internal Posting	400 Ardmore Blvd, Pgh, PA 15221	D. Henninger	412-244-4503	2	No
African American Institute of Excellence	7209 Race St, Pgh PA 15208	H. Saalih	412-242-8385		Yes
Art Institute of Pittsburgh	420 Blvd. of Allies, Pgh PA 15219	C.Flood	412-291-6531		Yes
Bethany College	304 Cramblet Hall, Bethany WV 26032	G. Colussi	304-829-7854		Yes
Bidwell Training Center	1815 Metropolitan St, Pgh PA 26032	W. Moody	412-323-4000		Yes
Bradford School	707 Grant St, Pgh PA 15219	D. Dougherty	412-391-6354		Yes
Career Link	425 Sixth Ave., Ste 2200, Pgh PA 15219	E. Pierdekamper	412-552-7036		Yes
Carlow College	3333 Fifth Ave, Pgh PA 15213	C. Smith	412-578-6067		Yes
CCAC/Homewood Campus	701 N. Homewood Ave, Pgh PA 15208	B. Bradford	412-371-1600		Yes
Collective Talent - Michaels Media	1721 Richardson Pl., Tampa FL 33606	M. Bille	813-254-9695		Yes
Community College of Allegheny County	808 Ridge Ave., Pgh PA 15212	R. Kmetz	412-237-2545		Yes
Community Options, Inc.	900 Sarah Street, Ste 101, Pgh., PA 15203	J. Cokel	412-431-7079		Yes
Council 3 Rivers American Indian Center	120 Charles St, Dorseyville, PA 15238	J. Richard	412-782-4457		Yes
Director's Guild of America, Inc.	110 W. 57 <sup>th</sup> St., New York, NY 10019	M. Dzialo	212-581-0370		DGA Only
Everett Institute (formerly Duff's)	100 Forbes Ave, Pgh PA 15222	D. Ritchie	412-261-4520		Yes
Duquesne University	600 Forbes Ave, Pgh PA 15282	J. McClenahan	412-396-6644		Yes
Eastside Neighborhood Employment Center	5100 Penn Ave., Pgh PA 15224	R. Turner	412-362-8580		Yes
Higher Call World Outreach Church	1321 Mifflin St., PO Box 310, Homestead PA 15120	F. Johnson	412-464-0241		Yes
Hill House Association	1835 Centre Ave., Pgh PA 15219	J. Henry	412-392-4404		Yes
IBEW Local #385	184 New Castle Rd, Butler PA 16001	S. Baker	724-285-3855		IBEW Only
Indiana University of PA	302 Pratt Hall, Indiana PA 15705	M. Babco	724-357-2234		Yes
PA Career Link of Westmoreland Co.	151 Pavillion Lane, Youngwood PA 15697	S. Zielinski	714-755-0469		Yes
Pennsylvania Association of Broadcasters	8501 Paxton St, Hummelstown PA 17036	R. Wyckoff	717-482-4820		Yes
Penn State-Beaver Campus	100 University Dr., Monaca PA 15061	N. Wilson	724-773-3809		Yes
Pittsburgh Black Media Federation	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	N. Hill	412-263-1100		Yes
Pittsburgh NAACP	2203 Wylie Ave, Pgh PA 15219	S. Moorefield	412 471-1024		Yes
Pittsburgh/Penn Technical Institute	1111 McKee Rd, Oakdale, PA 15071	C. Brooks	412-809-5150		Yes
Pittsburgh Radio & Television Club	PO Box 11011, Pgh PA 15237	S. Sokoloski	412-389-1012		Yes
Renewal, Inc.	339 Blvd of the Allies, Pgh PA 15222	C. Sullivan	412-697-1606		Yes
Robert Morris University	881 Narrows Run Rd, Coraopolis PA 15108	S. Broman	412-299-2482		Yes
St. Vincent College	300 Fraser Purchase Rd, Latrobe, PA 15650-2690	C. Baum	724-537-4570		Yes
University of Phoenix, Pittsburgh Campus	Penn Center West, Bldg 6, Ste 100, Pgh PA 15276	M. Stefanick	412 200-3044		Yes
University of Pittsburgh Website	224 William Pitt Union, Pgh PA 15260	K. Bernazzoli	412-648-7129		No
Urban League of Pittsburgh	One Smithfield St, 3 <sup>rd</sup> Fl, Pgh PA 15222	D. Wanamaker	412-227-4172		Yes
Waynesburg College	51 W. College St., Waynesburg PA 15370	M. Coffman	724-852-3399		Yes
Westminster College	Career Center, New Wilmington PA 16172	K. Edmiston	724-946-7339		Yes
Westmoreland Co. Community College	400 Armbrust Rd, Youngwood PA 15697	C. Noel	714-925-4058		Yes
Wilberforce University	POBox 1001, Wilberforce, OH 45384-1001	H. Williams	937-708-5252		No
Women In Communications	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	K. Carlin	412-263-2588		Yes
WTAE-TV/IBEW	400 Ardmore Blvd, Pgh PA 15221	IBEW Steward	412-242-4300		IBEW Only
HotJobs.com Website	45 W.18 <sup>th</sup> St., New York, NY 10011	A. Hofferman	646-351-5572		No
The Leadership Institute	1101 N. Highland St, Arlington, VA 22201	J. Cromwell	703-247-4987		Yes
Medialine	Box 51909, Pacific Grove CA 93950	M. Shilstone	800-237-8073		Yes
TV Jobs Website/Bdcst Empl. Svcs	P.O. Box 4116, Oceanside CA 92052	Mark Holloway	800 374-0119		Yes
Showcase Career Expo/Expo Mart	105 Mall Blvd, Monroeville, PA 15146		412-856-1133	1	No
WTAE Employee Referral				3	No
Monster.com				2	No
Media Association of Pittsburgh Website	P.O. Box 25391, Pittsburgh, PA 15220		412-567-2118	1	No
Referral Source Unknown				3	

**ATTACHMENT A**  
**FULL-TIME VACANCY EEO INFORMATION – Form BP-03 (Rev.11-07-07)**

**Job Title of Vacancy:** Commercial Production Editor  
**Code:** CPE-091508  
**Date Vacancy Opened:** 09/15/08  
**Date Vacancy Filled:** 11/24/08

**Recruitment Source That Referred Hiree:**

**Former WTAE Employee Referral**

**Total Number of Persons Interviewed for Vacancy:** 9

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
thepittsburghchannel.com/WTAE TV	400 Ardmore, Pgh PA 15221	C. Twomey	412-244-4535	4	No
WTAE Internal Posting	400 Ardmore Blvd, Pgh, PA 15221	D. Henninger	412-244-4503		No
African American Institute of Excellence	7209 Race St, Pgh PA 15208	H. Saalih	412-242-8385		Yes
Art Institute of Pittsburgh	420 Blvd. of Allies, Pgh PA 15219	C.Flood	412-291-6531	1	Yes
Bethany College	304 Cramblet Hall, Bethany WV 26032	G. Colussi	304-829-7854		Yes
Bidwell Training Center	1815 Metropolitan St, Pgh PA 26032	W. Moody	412-323-4000		Yes
Bradford School	707 Grant St, Pgh PA 15219	D. Dougherty	412-391-6354		Yes
Career Link	425 Sixth Ave., Ste 2200, Pgh PA 15219	E. Pierdekamper	412-552-7036		Yes
Carlow College	3333 Fifth Ave, Pgh PA 15213	C. Smith	412-578-6067		Yes
CCAC/Homewood Campus	701 N. Homewood Ave, Pgh PA 15208	B. Bradford	412-371-1600		Yes
Collective Talent - Michaels Media	1721 Richardson Pl., Tampa FL 33606	M. Bille	813-254-9695		Yes
Community College of Allegheny County	808 Ridge Ave., Pgh PA 15212	R. Kmetz	412-237-2545		Yes
Community Options, Inc.	900 Sarah Street, Ste 101, Pgh., PA 15203	J. Cokel	412-431-7079		Yes
Council 3 Rivers American Indian Center	120 Charles St, Dorseyville, PA 15238	J. Richard	412-782-4457		Yes
Director's Guild of America, Inc.	110 W. 57 <sup>th</sup> St., New York, NY 10019	M. Dzialo	212-581-0370		DGA Only
Everett Institute (formerly Duff's)	100 Forbes Ave, Pgh PA 15222	D. Ritchie	412-261-4520		Yes
Duquesne University	600 Forbes Ave, Pgh PA 15282	J. McClenahan	412-396-6644		Yes
Eastside Neighborhood Employment Center	5100 Penn Ave., Pgh PA 15224	R. Turner	412-362-8580		Yes
Higher Call World Outreach Church	1321 Mifflin St., PO Box 310, Homestead PA 15120	F. Johnson	412-464-0241		Yes
Hill House Association	1835 Centre Ave., Pgh PA 15219	J. Henry	412-392-4404		Yes
IBEW Local #385	184 New Castle Rd, Butler PA 16001	S. Baker	724-285-3855		IBEW Only
Indiana University of PA	302 Pratt Hall, Indiana PA 15705	M. Babco	724-357-2234		Yes
PA Career Link of Westmoreland Co.	151 Pavillion Lane, Youngwood PA 15697	S. Zielinski	714-755-0469		Yes
Pennsylvania Association of Broadcasters	8501 Paxton St, Hummelstown PA 17036	R. Wyckoff	717-482-4820		Yes
Penn State-Beaver Campus	100 University Dr., Monaca PA 15061	N. Wilson	724-773-3809		Yes
Pittsburgh Black Media Federation	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	N. Hill	412-263-1100		Yes
Pittsburgh NAACP	2203 Wylie Ave, Pgh PA 15219	S. Moorefield	412 471-1024		Yes
Pittsburgh/Penn Technical Institute	1111 McKee Rd, Oakdale, PA 15071	C. Brooks	412-809-5150		Yes
Pittsburgh Radio & Television Club	PO Box 11011, Pgh PA 15237	S. Sokoloski	412-389-1012		Yes
Renewal, Inc.	339 Blvd of the Allies, Pgh PA 15222	C. Sullivan	412-697-1606		Yes
Robert Morris University	881 Narrows Run Rd, Coraopolis PA 15108	S. Broman	412-299-2482		Yes
St. Vincent College	300 Fraser Purchase Rd, Latrobe, PA 15650-2690	C. Baum	724-537-4570		Yes
University of Phoenix, Pittsburgh Campus	Penn Center West, Bldg 6, Ste 100, Pgh PA 15276	M. Stefanick	412 200-3044		Yes
University of Pittsburgh Website	224 William Pitt Union, Pgh PA 15260	K. Bernazzoli	412-648-7129		No
Urban League of Pittsburgh	One Smithfield St, 3 <sup>rd</sup> Fl, Pgh PA 15222	D. Wanamaker	412-227-4172		Yes
Waynesburg College	51 W. College St., Waynesburg PA 15370	M. Coffman	724-852-3399		Yes
Westminster College	Career Center, New Wilmington PA 16172	K. Edmiston	724-946-7339		Yes
Westmoreland Co. Community College	400 Armbrust Rd, Youngwood PA 15697	C. Noel	714-925-4058		Yes
Wilberforce University	POBox 1001, Wilberforce, OH 45384-1001	H. Williams	937-708-5252		No
Women In Communications	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	K. Carlin	412-263-2588		Yes
WTAE-TV/IBEW	400 Ardmore Blvd, Pgh PA 15221	IBEW Steward	412-242-4300		IBEW Only
HotJobs.com Website	45 W.18 <sup>th</sup> St., New York, NY 10011	A. Hofferman	646-351-5572		No
The Leadership Institute	1101 N. Highland St, Arlington, VA 22201	J. Cromwell	703-247-4987		Yes
Medialine	Box 51909, Pacific Grove CA 93950	M. Shilstone	800-237-8073		Yes
TV Jobs Website/Bdcast Empl. Svcs	P.O. Box 4116, Oceanside CA 92052	Mark Holloway	800 374-0119		Yes
Showcase Career Expo/Expo Mart	105 Mall Blvd, Monroeville, PA 15146		412-856-1133		No
WTAE Employee Referral				1	No
Former WTAE Employee Referral				2	No
Unknown Source				1	No

**ATTACHMENT A**  
**FULL-TIME VACANCY EEO INFORMATION – Form BP-03 (Rev.11-07-07)**

**Job Title of Vacancy:** TV Sales Assistant  
**Code:** SA-121108  
**Date Vacancy Opened:** 12/11/08  
**Date Vacancy Filled:** 03/02/09

**Recruitment Source That Referred Hiree:**

**ThePittsburghChannel.com**

**Total Number of Persons Interviewed for Vacancy:** 4

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
thepittsburghchannel.com/WTAE TV	400 Ardmore, Pgh PA 15221	C. Twomey	412-244-4535	2	No
WTAE Internal Posting	400 Ardmore Blvd, Pgh, PA 15221	D. Henninger	412-244-4503		No
African American Institute of Excellence	7209 Race St, Pgh PA 15208	H. Saalih	412-242-8385		Yes
Art Institute of Pittsburgh	420 Blvd. of Allies, Pgh PA 15219	C.Flood	412-291-6531		Yes
Bethany College	304 Cramblet Hall, Bethany WV 26032	G. Colussi	304-829-7854		Yes
Bidwell Training Center	1815 Metropolitan St, Pgh PA 26032	W. Moody	412-323-4000		Yes
Bradford School	707 Grant St, Pgh PA 15219	D. Dougherty	412-391-6354		Yes
Career Link	425 Sixth Ave, Ste 2200, Pgh PA 15219	E. Pierdekamper	412-552-7036		Yes
Carlow College	3333 Fifth Ave, Pgh PA 15213	C. Smith	412-578-6067		Yes
CCAC/Homewood Campus	701 N. Homewood Ave, Pgh PA 15208	B. Bradford	412-371-1600		Yes
Collective Talent - Michaels Media	1721 Richardson Pl., Tampa FL 33606	M. Bille	813-254-9695		Yes
Community College of Allegheny County	808 Ridge Ave., Pgh PA 15212	R. Kmetz	412-237-2545	1	Yes
Community Options, Inc.	900 Sarah Street, Ste 101, Pgh., PA 15203	J. Cokel	412-431-7079		Yes
Council 3 Rivers American Indian Center	120 Charles St, Dorseyville, PA 15238	J. Richard	412-782-4457		Yes
Director's Guild of America, Inc.	110 W. 57 <sup>th</sup> St., New York, NY 10019	M. Dzialo	212-581-0370		DGA Only
Everett Institute (formerly Duff's)	100 Forbes Ave, Pgh PA 15222	D. Ritchie	412-261-4520		Yes
Duquesne University	600 Forbes Ave, Pgh PA 15282	J. McClenahan	412-396-6644		Yes
Eastside Neighborhood Employment Center	5100 Penn Ave., Pgh PA 15224	R. Turner	412-362-8580		Yes
Higher Call World Outreach Church	1321 Mifflin St., PO Box 310, Homestead PA 15120	F. Johnson	412-464-0241		Yes
Hill House Association	1835 Centre Ave., Pgh PA 15219	J. Henry	412-392-4404		Yes
IBEW Local #385	184 New Castle Rd, Butler PA 16001	S. Baker	724-285-3855		IBEW Only
Indiana University of PA	302 Pratt Hall, Indiana PA 15705	M. Babco	724-357-2234		Yes
PA Career Link of Westmoreland Co.	151 Pavillion Lane, Youngwood PA 15697	S. Zielinski	714-755-0469		Yes
Pennsylvania Association of Broadcasters	8501 Paxton St, Hummelstown PA 17036	R. Wyckoff	717-482-4820		Yes
Penn State-Beaver Campus	100 University Dr., Monaca PA 15061	N. Wilson	724-773-3809		Yes
Pittsburgh Black Media Federation	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	N. Hill	412-263-1100		Yes
Pittsburgh NAACP	2203 Wylie Ave, Pgh PA 15219	S. Moorefield	412 471-1024		Yes
Pittsburgh/Penn Technical Institute	1111 McKee Rd, Oakdale, PA 15071	C. Brooks	412-809-5150		Yes
Pittsburgh Radio & Television Club	PO Box 11011, Pgh PA 15237	S. Sokoloski	412-389-1012		Yes
Renewal, Inc.	339 Blvd of the Allies, Pgh PA 15222	C. Sullivan	412-697-1606		Yes
Robert Morris University	881 Narrows Run Rd, Coraopolis PA 15108	S. Broman	412-299-2482		Yes
St. Vincent College	300 Fraser Purchase Rd, Latrobe, PA 15650-2690	C. Baum	724-537-4570		Yes
University of Phoenix, Pittsburgh Campus	Penn Center West, Bldg 6, Ste 100, Pgh PA 15276	M. Stefanick	412 200-3044		Yes
University of Pittsburgh Website	224 William Pitt Union, Pgh PA 15260	K. Bernazzoli	412-648-7129		No
Urban League of Pittsburgh	One Smithfield St, 3 <sup>rd</sup> Fl, Pgh PA 15222	D. Wanamaker	412-227-4172		Yes
Waynesburg College	51 W. College St., Waynesburg PA 15370	M. Coffman	724-852-3399		Yes
Westminster College	Career Center, New Wilmington PA 16172	K. Edmiston	724-946-7339		Yes
Westmoreland Co. Community College	400 Armbrust Rd, Youngwood PA 15697	C. Noel	714-925-4058		Yes
Wilberforce University	POBox 1001, Wilberforce, OH 45384-1001	H. Williams	937-708-5252		No
Women In Communications	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	K. Carlin	412-263-2588		Yes
WTAE-TV/IBEW	400 Ardmore Blvd, Pgh PA 15221	IBEW Steward	412-242-4300		IBEW Only
HotJobs.com Website	45 W.18 <sup>th</sup> St., New York, NY 10011	A. Hofferman	646-351-5572		No
The Leadership Institute	1101 N. Highland St, Arlington, VA 22201	J. Cromwell	703-247-4987		Yes
Medialine	Box 51909, Pacific Grove CA 93950	M. Shilstone	800-237-8073		Yes
TV Jobs Website/Bdcast Empl. Svcs	P.O. Box 4116, Oceanside CA 92052	Mark Holloway	800 374-0119		Yes
Showcase Career Expo/Expo Mart	105 Mall Blvd, Monroeville, PA 15146		412-856-1133		No
WTAE Employee Referral	400 Ardmore Blvd., Pittsburgh, PA 15221		412-242-4300	1	No
Monster.com					No
Referral Source Unknown					No

**ATTACHMENT A**  
**FULL-TIME VACANCY EEO INFORMATION – Form BP-03 (Rev.11-07-07)**

**Job Title of Vacancy:** Assistant Promotion Manager  
**Code:** APM-121508  
**Date Vacancy Opened:** 12/15/08  
**Date Vacancy Filled:** 03/09/09

**Recruitment Source That Referred Hiree:**

**Dolan Media Management**

**Total Number of Persons Interviewed for Vacancy:** 8

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Thepittsburghchannel.com/WTAE TV	400 Ardmore, Pgh PA 15221	C. Twomey	412-244-4535	2	No
WTAE Internal Posting	400 Ardmore Blvd, Pgh, PA 15221	D. Henninger	412-244-4503	1	No
African American Institute of Excellence	7209 Race St, Pgh PA 15208	H. Saalih	412-242-8385		Yes
Art Institute of Pittsburgh	420 Blvd. of Allies, Pgh PA 15219	C.Flood	412-291-6531		Yes
Bethany College	304 Cramblet Hall, Bethany WV 26032	G. Colussi	304-829-7854		Yes
Bidwell Training Center	1815 Metropolitan St, Pgh PA 26032	W. Moody	412-323-4000		Yes
Bradford School	707 Grant St, Pgh PA 15219	D. Dougherty	412-391-6354		Yes
Career Link (Allegheny County East)	2040 Ardmore Blvd., Pittsburgh, PA 15221	P. Booker	412-436-2277		Yes
Career Link	425 Sixth Ave, Ste 2200, Pgh PA 15219	E. Pferdekamper	412-552-7036		Yes
Carlow College	3333 Fifth Ave, Pgh PA 15213	C. Smith	412-578-6067		Yes
CCAC/Homewood Campus	701 N. Homewood Ave, Pgh PA 15208	B. Bradford	412-371-1600		Yes
Collective Talent - Michaels Media	1721 Richardson Pl., Tampa FL 33606	M. Bille	813-254-9695		Yes
Community College of Allegheny County	808 Ridge Ave., Pgh PA 15212	R. Kmetz	412-237-2545		Yes
Community Options, Inc.	900 Sarah Street, Ste 101, Pgh., PA 15203	J. Cokel	412-431-7079		Yes
Council 3 Rivers American Indian Center	120 Charles St, Dorseyville, PA 15238	J. Richard	412-782-4457		Yes
Director's Guild of America, Inc.	110 W. 57 <sup>th</sup> St., New York, NY 10019	M. Dzialo	212-581-0370		DGA Only
Everett Institute (formerly Duff's)	100 Forbes Ave, Pgh PA 15222	D. Ritchie	412-261-4520		Yes
Duquesne University	600 Forbes Ave, Pgh PA 15282	J. McClenahan	412-396-6644		Yes
Eastside Neighborhood Employment Center	5100 Penn Ave., Pgh PA 15224	R. Turner	412-362-8580		Yes
Higher Call World Outreach Church	1321 Mifflin St., PO Box 310, Homestead PA 15120	F. Johnson	412-464-0241		Yes
Hill House Association	1835 Centre Ave., Pgh PA 15219	J. Henry	412-392-4404		Yes
IBEW Local #385	184 New Castle Rd, Butler PA 16001	S. Baker	724-285-3855		IBEW Only
Indiana University of PA	302 Pratt Hall, Indiana PA 15705	M. Babco	724-357-2234		Yes
PA Career Link of Westmoreland Co.	151 Pavilion Lane, Youngwood PA 15697	S. Zielinski	714-755-0469		Yes
Pennsylvania Association of Broadcasters	8501 Paxton St, Hummelstown PA 17036	R. Wyckoff	717-482-4820		Yes
Penn State-Beaver Campus	100 University Dr., Monaca PA 15061	N. Wilson	724-773-3809		Yes
Pittsburgh Black Media Federation	c/o Post-Gazette, 34 Blvd of Allies, Pgh PA 15222	N. Hill	412-263-1100		Yes
Pittsburgh NAACP	2203 Wylie Ave, Pgh PA 15219	S. Moorefield	412 471-1024		Yes
Pittsburgh/Penn Technical Institute	1111 McKee Rd, Oakdale, PA 15071	C. Brooks	412-809-5150		Yes
Pittsburgh Radio & Television Club	PO Box 11011, Pgh PA 15237	S. Sokoloski	412-389-1012		Yes
Renewal, Inc.	339 Blvd of the Allies, Pgh PA 15222	C. Sullivan	412-697-1606		Yes
Robert Morris University	881 Narrows Run Rd, Coraopolis PA 15108	S. Broman	412-299-2482		Yes
St. Vincent College	300 Fraser Purchase Rd, Latrobe, PA 15650-2690	C. Baum	724-537-4570		Yes
University of Phoenix, Pittsburgh Campus	Penn Center West, Bldg 6, Ste 100, Pgh PA 15276	M. Stefanick	412 200-3044		Yes
University of Pittsburgh Website	224 William Pitt Union, Pgh PA 15260	K. Bernazzoli	412-648-7129		No
Urban League of Pittsburgh	One Smithfield St, 3 <sup>rd</sup> Fl, Pgh PA 15222	D. Wanamaker	412-227-4172		Yes
Waynesburg College	51 W. College St., Waynesburg PA 15370	M. Coffman	724-852-3399		Yes
Westminster College	Career Center, New Wilmington PA 16172	K. Edmiston	724-946-7339		Yes
Westmoreland Co. Community College	400 Armbrust Rd, Youngwood PA 15697	C. Noel	714-925-4058		Yes
Wilberforce University	POBox 1001, Wilberforce, OH 45384-1001	H. Williams	937-708-5252		No
Women In Communications	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	K. Carlin	412-263-2588		Yes
WTAE-TV/IBEW	400 Ardmore Blvd, Pgh PA 15221	IBEW Steward	412-242-4300		IBEW Only
HotJobs.com Website	45 W.18 <sup>th</sup> St., New York, NY 10011	A. Hofferman	646-351-5572		No
The Leadership Institute	1101 N. Highland St, Arlington, VA 22201	J. Cromwell	703-247-4987		Yes
Medialine	Box 51909, Pacific Grove CA 93950	M. Shilstone	800-237-8073		Yes
TV Jobs Website/Bdcast Empl. Svcs	P.O. Box 4116, Oceanside CA 92052	Mark Holloway	800 374-0119		Yes
Pittsburgh Job Board/Innovative Recruiting Group/WTAE	2551A Pheasant Run, Wexford, PA 15090	C. Foight	877-661-1474		No
WTAE Employee Referral				1	No
HATV/Dolan Media Management	3 North Court Street, Frederick, MD 21701	T.Dolan	301-668-1511	4	No
602 Communications	1011 Lyndhurst Falls Lane, Knightdale, NC 27545	G. Newell	919-217-4438		No

**ATTACHMENT A**  
**FULL-TIME VACANCY EEO INFORMATION – Form BP-03 (Rev.11-07-07)**

**Job Title of Vacancy:** News Director  
**Code:** ND-121208  
**Date Vacancy Opened:** 12/12/08  
**Date Vacancy Filled:** 03/16/09

**Recruitment Source That Referred Hiree:**

**Dolan Media Management**

**Total Number of Persons Interviewed for Vacancy:**

**7**

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
thepittsburghchannel.com/WTAE TV	400 Ardmore, Pgh PA 15221	C. Twomey	412-244-4535		No
WTAE Internal Posting	400 Ardmore Blvd, Pgh, PA 15221	D. Henninger	412-244-4503		No
African American Institute of Excellence	7209 Race St, Pgh PA 15208	H. Saalih	412-242-8385		Yes
Art Institute of Pittsburgh	420 Blvd. of Allies, Pgh PA 15219	C.Flood	412-291-6531		Yes
Bethany College	304 Cramblet Hall, Bethany WV 26032	G. Colussi	304-829-7854		Yes
Bidwell Training Center	1815 Metropolitan St, Pgh PA 26032	W. Moody	412-323-4000		Yes
Bradford School	707 Grant St, Pgh PA 15219	D. Dougherty	412-391-6354		Yes
Career Link	425 Sixth Ave., Ste 2200, Pgh PA 15219	E. Pferdekamper	412-552-7036		Yes
Carlow College	3333 Fifth Ave, Pgh PA 15213	C. Smith	412-578-6067		Yes
CCAC/Homewood Campus	701 N. Homewood Ave, Pgh PA 15208	B. Bradford	412-371-1600		Yes
Collective Talent - Michaels Media	1721 Richardson Pl., Tampa FL 33606	M. Bille	813-254-9695		Yes
Community College of Allegheny County	808 Ridge Ave., Pgh PA 15212	R. Kmetz	412-237-2545		Yes
Community Options, Inc.	900 Sarah Street, Ste 101, Pgh., PA 15203	J. Cokel	412-431-7079		Yes
Council 3 Rivers American Indian Center	120 Charles St, Dorseyville, PA 15238	J. Richard	412-782-4457		Yes
Director's Guild of America, Inc.	110 W. 57 <sup>th</sup> St., New York, NY 10019	M. Dzialo	212-581-0370		DGA Only
Everett Institute (formerly Duff's)	100 Forbes Ave, Pgh PA 15222	D. Ritchie	412-261-4520		Yes
Duquesne University	600 Forbes Ave, Pgh PA 15282	J. McClenahan	412-396-6644		Yes
Eastside Neighborhood Employment Center	5100 Penn Ave., Pgh PA 15224	R. Turner	412-362-8580		Yes
Higher Call World Outreach Church	1321 Mifflin St.,PO Box 310, Homestead PA 15120	F. Johnson	412-464-0241		Yes
Hill House Association	1835 Centre Ave., Pgh PA 15219	J. Henry	412-392-4404		Yes
IBEW Local #385	184 New Castle Rd, Butler PA 16001	S. Baker	724-285-3855		IBEW Only
Indiana University of PA	302 Pratt Hall, Indiana PA 15705	M. Babco	724-357-2234		Yes
PA Career Link of Westmoreland Co.	151 Pavillion Lane, Youngwood PA 15697	S. Zielinski	714-755-0469		Yes
Pennsylvania Association of Broadcasters	8501 Paxton St, Hummelstown PA 17036	R. Wyckoff	717-482-4820		Yes
Penn State-Beaver Campus	100 University Dr., Monaca PA 15061	N. Wilson	724-773-3809		Yes
Pittsburgh Black Media Federation	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	N. Hill	412-263-1100		Yes
Pittsburgh NAACP	2203 Wylie Ave, Pgh PA 15219	S. Moorefield	412 471-1024		Yes
Pittsburgh/Penn Technical Institute	1111 McKee Rd, Oakdale, PA 15071	C. Brooks	412-809-5150		Yes
Media Association of Pittsburgh	323 North Shore Drive, Pgh, PA 15212	S. Dowdell	412-389-1012		Yes
Renewal, Inc.	339 Blvd of the Allies, Pgh PA 15222	C. Sullivan	412-697-1606		Yes
Robert Morris University	881 Narrows Run Rd, Coraopolis PA 15108	S. Broman	412-299-2482		Yes
St. Vincent College	300 Fraser Purchase Rd, Latrobe, PA 15650-2690	C. Baum	724-537-4570		Yes
University of Phoenix, Pittsburgh Campus	Penn Center West, Bldg 6, Ste 100, Pgh PA 15276	M. Stefanick	412 200-3044		Yes
University of Pittsburgh Website	224 William Pitt Union, Pgh PA 15260	K. Bernazzoli	412-648-7129		No
Urban League of Pittsburgh	One Smithfield St, 3 <sup>rd</sup> Fl, Pgh PA 15222	D. Wanamaker	412-227-4172		Yes
Waynesburg College	51 W. College St., Waynesburg PA 15370	M. Coffman	724-852-3399		Yes
Westminster College	Career Center, New Wilmington PA 16172	K. Edmiston	724-946-7339		Yes
Westmoreland Co. Community College	400 Armbrust Rd, Youngwood PA 15697	C. Noel	714-925-4058		Yes
Wilberforce University	POBox 1001, Wilberforce, OH 45384-1001	H. Williams	937-708-5252		No
Women In Communications	c/o Post-Gazette, 34 Blvd of Allies Pgh PA 15222	K. Carlin	412-263-2588		Yes
WTAE-TV/IBEW	400 Ardmore Blvd, Pgh PA 15221	IBEW Steward	412-242-4300		IBEW Only
The Leadership Institute	1101 N. Highland St, Arlington, VA 22201	J. Cromwell	703-247-4987		Yes
Medialine	Box 51909, Pacific Grove CA 93950	M. Shilstone	800-237-8073		Yes
TV Jobs Website/Bdcast Empl. Svcs	P.O. Box 4116, Oceanside CA 92052	Mark Holloway	800 374-0119		Yes
Pittsburgh Job Board/Innovative Recruiting Group/WTAE	2551A Pheasant Run, Wexford, PA 15090	C. Foight	877-661-1474		No
WTAE Employee Referral					No
HATV/Dolan Media Management	3 North Court Street, Frederick, MD 21701	T.Dolan	301-668-1511	1	
Joe Rovitto/Consultant	Box 81100, Pgh, PA 15217	J. Rovitto	412-521-6440	1	
HATV Referral				5	
TVSpy.com Job Bank					
Radio-Television News Directors Association	1025F Street NW, 7 <sup>th</sup> Floor, Washington, DC 20004	T. Sheehan	202-467-5203		

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

> Station **WTAE-TV** has engaged in the following outreach activities during the period covered by this report:

Activity Classification	Type of Activity	Brief Description
1	Participation in job fairs by station personnel who have substantial responsibility in making hiring decisions.	<p>a) Station participated in the PAB/PRO (Pennsylvania Association of Broadcasters/Pittsburgh Radio Organization) Career Fair at Duquesne University on 1/6/09. Station management representatives from News, Sales and General Administration were present to discuss opportunities in broadcasting and to interview prospective candidates for employment. WTAE also ran on-air announcements several weeks prior to the event, urging the public to attend this free event to learn about employment opportunities that are available in the broadcasting industry.</p> <p>b) Station participated in the Western Pennsylvania Career Services Association College Job and Internship Fair on 4/03/08 at the Pittsburgh Expo Mart. This one-day Job Fair united approximately 200 employers and nearly 1600 job seekers. Representatives from the station's General Administration and Production management met with students and job applicants providing information on careers in broadcasting, internships and current employment opportunities at WTAE.</p> <p>c) On 5/20/08, WTAE and ThePittsburghChannel.com in association with Innovative Recruiting Group, a Pittsburgh-based recruitment company sponsored a Showcase Career Expo at the Mall at Robinson and the station received 80 resumes.</p> <p>d) On 7/29/08, WTAE and ThePittsburghChannel.com in association with Innovative Recruiting Group, a Pittsburgh-based recruitment company sponsored another Showcase Career Expo at Monroeville Mall and the station received 42 resumes.</p> <p>e) On 9/16/08, WTAE and ThePittsburghChannel.com in association with Innovative Recruiting Group, a Pittsburgh-based recruitment company sponsored its third Showcase Career Expo at a North Hills Holiday Inn and the station received 37 resumes.</p> <p>f) On 1/27/09, WTAE and ThePittsburghChannel.com in association with Innovative Recruiting Group, a Pittsburgh-based recruitment company sponsored a Diversity 2009 Showcase Career Expo at a Radisson Hotel in Greentree and the station received 93 resumes.</p>
4	Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues.	<p>a) On 4/05/08 a WTAE anchor/reporter joined a panel discussion for the Ohio University RTNDA Conference which featured various media professionals discussing careers in journalism and broadcasting with college students.</p> <p>b) On 9/09/08- a WTAE anchor/reporter served as the opening speaker for Robert Morris University Diversity Speakers Program. Topics included celebrating diversity, recognizing different cultures and career exploration.</p> <p>c) On 3/07/09, a WTAE TV Sales Account Executive was the Guest Speaker at the Clairton Branch of the NAACP Black History Program. Topics included utilizing personal fortitude to achieve success in business.</p>
5	Establishment of an Internship Program	Station conducts an ongoing Internship Program for area college students. The program offers students who are contemplating careers in broadcasting a unique opportunity to earn college credit while gaining insight into the broadcast media field. Students acquire career-related skills and valuable experience that will facilitate their transition from the academic environment to the business world. A total of forty-six students participated in the program during the period covered by this report.
10	Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<p>a) On 5/16/08- a WTAE Anchor/Reporter visited students in several classrooms and grades at Pittsburgh Classical Academy Career Day. Topics included broadcasting, journalism and the TV industry.</p> <p>b) On 9/29/08- a WTAE Anchor/Reporter hosted a tour of the TV station for students from</p>

		<p>Duquesne University. Topics included the inner workings of news gathering, producing, reporting, writing, and anchoring. He also accepted resumes from the students who wished to apply for an internship at the station.</p> <p>c) On 10/02/08- a WTAE Investigative Reporter spoke to a broadcast Writing class at LaRoche College on producing television stories, the importance of working with photographers and writing to video, the differences in writing for print and broadcast and ethical issues in reporting.</p> <p>d) Beginning 11/10/08, a WTAE Anchor/Reporter served as a year-long mentor for a graduating senior from South Fayette High School to provide an inside look the TV industry and what a career involves. Numerous times throughout her senior year, the student would visit the station to conduct interviews, job shadow, and write reports as part of her Senior Project to create a video with her as the reporter.</p> <p>e) On 11/03/08- a WTAE Weekend Anchor/Reporter spoke to a journalism class at Kent State University about the television business, internship and employment opportunities.</p> <p>f) On 1/22/09- a WTAE anchor/reporter spoke to several dozen journalism students at Point Park University about careers in broadcasting. Topics included the making of resume tapes, interviewing, how difficult it is to be a parent and full-time worker and changes in the industry.</p> <p>g) On 2/04/08- a WTAE Anchor/Reporter hosted three students from Pittsburgh Creative and Performing Arts High School in a job shadowing experience. The students participated in writing on-air scripts, watched a newscast from the production control room and watched a newscast in the studio.</p> <p>h) On 2/12/09-WTAE's Director of Research participated in a Point Park University Networking Night, representing the Media Association of Pittsburgh.</p> <p>i) On 2/27/09-WTAE's Director of Research conducted a station tour for high school students who are participating in a program at Point Park University.</p>
12	Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities.	WTAE-TV disseminates all job opening information, including upper level job openings, to media trade groups, whose membership includes substantial participation of women and minorities, for inclusion in their job banks, newsletters or web sites. Examples of such organizations are: Pittsburgh Black Media Federation, Pittsburgh Radio & Television Club, now known as Media Association of Pittsburgh, Women in Communications and the Pennsylvania Association of Broadcasters.
14	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Hearst-Argyle Television, Inc. provided mandatory training for all employees on the company's Harassment Policy beginning April 10, 2008 (to be completed within 7 days). The company is committed to a work environment in which all individuals are treated with respect and dignity, while promoting equal employment opportunities and prohibiting discriminatory practices, including harassment. All WTAE-TV employees successfully completed the training.

“Activity Classification” numbers “1” through “16” are used in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.