



**FEDERAL COMMUNICATIONS COMMISSION
EQUAL EMPLOYMENT OPPORTUNITY ACTIVITIES REPORT
APRIL 1, 2020 – MARCH 31, 2021
Stations: WITF-TV, WITF-FM, Harrisburg, PA**

Open Positions:

Attached please find a spreadsheet listing all the open positions and the recruiting sources used to fill these vacancies from the time period of April 1, 2020 through March 31, 2021. Also, please find a list of the data reflecting the total number of persons interviewed and the recruiting sources used from the time period of April 1, 2020 through March 31, 2021.

Recruiting Contacts:

Attached please find a listing of the contact information for the recruiting sources used by WITF from the time period of April 1, 2020 through March 31, 2021.

Job Fairs

Individuals with significant hiring responsibility; Alan Wadsworth, current Human Resources Director; job fairs are listed under attached Community Outreach listings.

Community Outreach

A summary of all Community Outreach activities is attached.

The purpose of the EEO Public Report form is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WITF and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in the Report covers the time period beginning April 1, 2020 to and including March 31, 2021.

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 comprising the Station Employment Unit during the Applicable Period;
2. For each vacancy, the recruitment sources utilized to fill the vacancy (including, if application, organizations entitled to notification pursuant to Section 73.2080 (c)(1)(ii) of the new EEO Rule, 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 Section 73.2080(c) (2) of the FCC rules.

Appendix 1 has been designed to provide the required information.

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

WITF Recruiting Source Contact Information
No Sources Requested for all job openings
For the period covering April 1, 2020 to March 31, 2021

Asian American Journalist Association
5 Third Street
Suite 1108
San Francisco, CA 94103

BlackJobs.com
Diversity City Media, Inc
440 W. San Ysidro Blvd
Suite 430968
San Ysidro, CA 92143
614.595.6063

Corporation for Public Broadcasting
401 9th Street,
NW Washington, DC 20004-2129
877.227.5511

Diversity.com
706.835.1330

HispanicJobs.com
Diversity City Media, Inc
440 W. San Ysidro Blvd
Suite 430968
San Ysidro, CA 92143
614.595.6063

Indeed
201 W 5th St, Austin, TX 78701
800.475.4361

Institute for Nonprofit News
714 W Olympic Blvd Ste 931
Los Angeles, CA 90015
818.582.3560

Journalism Jobs
Berkeley, CA
510.508.7386

LinkedIn
2029 Stierlin Court Suite 200
Mountain View, CA 94043
650.906.9456

National Association of Black Journalists
1100 Knight Hall, Suite 3100
College Park, MD 20742
301.405.0248

National Association of Hispanic Journalists
Windsor, CA 95492
626.792.3846

The Patriot News/Pennlive.com
Shannon Garman
2020 Technology Parkway, Suite 300
Mechanicsburg, PA 17050
717.255.8100

PaPost.org
4801 Lindle Road
Harrisburg, PA 17111
717.704.3000

Public Media Journalists Association
P.O. Box 838
Sturgis, SD 57785
605.490.3033

Radio Television Digital News Association
(RTDNA)
The National Press Building
529 14th Street NW, Suite 1240
Washington, D.C. 20045
202.221.4282

Report for America
The GroundTruth Project
10 Guest Street
Boston, MA 02135
617.412.6130

witf.org
4801 Lindle Road
Harrisburg, PA 17111
717.704.3000

Appendix 1 to Annual EEO Public File Report Form

Covering the period from April 1, 2020 to March 31, 2021

Stations Comprising Station Employment Unit WITF-TV, WITF-FM

Section 1: Vacancy Information, Recruitment Source Information

*Please refer to Recruiting Source List for Name, Address, Telephone Number and/or Website/Contact Person

Available Position Title	Location of Recruitment
StateImpact PA Reporter	witf.org JournalismJobs.com National Association of Black Journalists National Association of Hispanic Journalists CPB.org Pennlive Sunday Patriot News Internal Candidate Staff Referral
All Things Considered Host	witf.org Pennlive JournalismJobs.com National Association of Black Journalists National Association of Hispanic Journalists CPB.org Public Media Journalists Association
Report for America Reporter	witf.org papost.org Report for America
Assistant to the President/CEO	witf.org LinkedIn Sunday Patriot News Pennlive CPB.org Employee Referral
Part Time Production Crew (2)	witf.org CPB.org Sunday Patriot News Pennlive Indeed (Picked Up) Rehire
PPR Capitol Bureau Chief	witf.org Pennlive JournalismJobs

Asian American Journalists Assoc.
RTDNA
Public Media Journalists Assoc.
CPB.org
National Assoc. of Black Journalists
Indeed (Picked Up)



Data Analyst

witf.org
CPB.org
INN.org
BlackJobs.com
HispanicJobs.com
LinkedIn
Sunday Patriot News

Rehire



Accounting Supervisor

witf.org
Pennlive
Sunday Patriot News
CPB.org
LinkedIn
Diversity.com

Indeed (Picked Up)

of Interviews Date of Hire or Status

[Redacted]

1 4/26/2020

1

[Redacted]

1 4/27/2020

[Redacted]

3 5/13/2020 (2)

[Redacted]

1

1 6/15/2020

1

[Redacted]

3

1 6/17/2020

1 4/9/2020

[Redacted]

1 8/5/2020

1



1

10/27/2020



3

1/4/2021



COMMUNITY OUTREACH ACTIVITIES

WITF engaged in the following initiatives from the period beginning April 1, 2020 through March 31, 2021.

Internship Program

WITF has an extensive student internship program. College and High School students participate in internships in their field of interest and/or major, typically for credit hours. This past year, we had the following:

- 1 Content Promotions intern during the Spring 2021 semester

These students came from the following colleges and universities:

- Messiah University

Job Fairs

Human Resources attended the following job fairs:

Juniata College Spring Job/Internship Fair

Location: Virtual Fair through Juniata College, Huntingdon, PA

Date: 2/26/2021

Central Pennsylvania Employment Consortium Spring College Job/Internship Fair

Location: Virtual Fair through the CPEC, Harrisburg, PA

Date: 3/3/2021

Community Events designed to inform and educate members of the public as to employment opportunities in broadcasting

WITF was unable to conduct public tours during this time period due to the COVID-19 pandemic.

On December 16, 2020, several members of our Content Team along with our President/CEO held a virtual workshop with students from the Harrisburg City School District. Students learned more about journalism/editing, television production/editing, graphic design, social media use in journalism. The students who participated listed Arts, Audio/Visual Technology, and Communications as potential career paths. Staff participants included: Ron Hetrick (President), Scott Blanchard (StateImpact Editor), Keira McGuire (Producer), Tom Downing (Sr. Motion Graphics Specialist), Lisa Wardle (Digital Manager), and Kate Landis (Events Manager).

From January 2021 to present, WITF Reporter Anthony Orozco has been working with 12 high school students in the Reading School District to learn how to research and write stories on a variety of topics including mental health in Black teen girls, how ableism affects people, pressure on teens to excel, and colorism. He also piloted the program with 2 recent college graduates in Reading, Pa to help them write stories on a local Latina artist and the Latino community's participation in the census. One story was featured online at <https://www.barrioalegria.com/post/front-page-story-jada> and another was featured in Barrio Alegria's physical edition of the magazine.

Training as to methods of equal employment opportunity

WITF continued the use of an updated online training module on harassment and diversity in conjunction with the Corporation for Public Broadcasting for 2020. The training is required for all active employees and interns at hire and is provided annually between August and September.

All new employees receive training on harassment and diversity as well as WITF's policies on both topics during formal new hire orientation on their first day of employment. Employees who receive an annual performance review receive feedback on their performance and commitment to organizational diversity.

Alan Wadsworth, Director of HR, attended a webinar entitled *Moving Toward Authentic Diversity and Inclusion* through The Public Media Business Association on 10/8/2020.

Alan Wadsworth, Director of HR, completed trainings through LinkedIn Learning on *Diversity, Inclusion, and Belonging* (6/10/2020), *Developing a Diversity, Inclusion, and Belonging Program* (7/29/2020), and *Rolling out a Diversity and Inclusion Training Program in Your Company* (10/15/2020).