

WTAJ-TV (Altoona, Pa)

ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Report ("Report") 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: WTAJ-TV-Altoona/Johnstown and is required to be placed in the public inspection files of this station, and posted on our website.

The information contained in this Report covers the time period beginning April 1, 2007 to and including March 31, 2008 (the "Applicable Period").

The FCC's 2002 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 source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080© (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©(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed in the aggregate, to provide 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 purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to WTAJ-TV Annual EEO Public File Report Form Covering the Period from April 1, 2007 to March 31, 2008 Station(s) Comprising Station Employment Unit: WTAJ-TV

Section 1: Vacancy Information

| | Full-Time Positions Filled By Job Title | Date Full-Time Position Filled | Recruitment Source of Hire | Total Number of Interviewees From All Sources for This Position |
|----|---|--------------------------------|----------------------------|---|
| 1 | New Media Manager | 4/19/2007 | Internal Posting | 5 |
| 2 | Broadcast Technician | 4/23/2007 | On-Air Advertisement | 4 |
| 3 | Ad Sales Coordinator | 5/29/2007 | On-Air Advertisement | 7 |
| 4 | Account Executive | 5/17/2007 | On-Air Advertisement | 7 |
| 5 | Reporter | 8/2/2007 | Medialine | 5 |
| 6 | Broadcast Technician | 7/22/2007 | On-Air Advertisement | 3 |
| 7 | Account Executive | 8/20/2007 | Career Builder | 8 |
| 8 | Account Executive | 9/3/2007 | On-Air Advertisement | 9 |
| 9 | Reporter | 10/1/2007 | Referral | 6 |
| 10 | National Sales Assistant | 10/1/2007 | Internal Posting | 4 |
| 11 | News Videographer | 10/23/2007 | Internal Posting | 1 |
| 12 | Traffic Asst/Receptionist | 11/8/2007 | wearecentralpa.com | 9 |
| 13 | Account Executive | 11/5/2007 | Centre Daily Times | 9 |
| 14 | Reporter | 12/4/2007 | Past applicant | 2 |
| 15 | Reporter | 12/11/2007 | Word of Mouth | 3 |
| 16 | News Videographer | 1/2/2008 | wearecentralpa.com | 3 |
| 17 | General Sales Manager | 2/18/2008 | Spots N Dots | 8 |
| 18 | Accounting Clerk | 3/31/2008 | Altoona Mirror | 9 |
| 19 | Photographer | 3/31/2008 | wearecentralpa.com | 3 |

**Appendix 2 to WTAJ-TV
Annual EEO Public File Report Form
Covering the Period from April 1, 2007 to March 31, 2008
Station Comprising Station Employment Unit: WTAJ-TV**

Section 2: Recruitment Source Information

| | Recruitment Source (Name, Address, Telephone Number, Contact Person) | Full-time Positions for which this source was utilized |
|---|--|---|
| A | TV Jobs.com P.O. Box 4116 Oceanside, CA 92052 Contact: Mark Holloway Email address: www.TVJobs.com | |
| B | Centre Daily Times (Newspaper) 3400 East College Ave State College, Pa. 16801 Phone: 814-238-5000 Contact: Linda Young Email address: lyoung@Centredaily.com | Account Executive |
| C | The Tribune Democrat (Newspaper) 425 Locust Street Johnstown, Pa. 15907 Phone: 814-532-5030 Contact: Annette Allen | |
| D | Courier Express (Newspaper) 500 Jeffers Street P.O. Box 407 DuBois, Pa. 15801 Phone: 814-371-4200 Contact: Classified Department Website: thecourierexpress.com | |
| E | Medialine Post Office Box 51909 Pacific Grove, CA 93950 Phone: 1-800-237-8073 Contact: Mark Shilstone Website: medialine@medialine.com | Reporter |
| F | PA Association for Individuals w/ Disabilities 727 Goucher Street Johnstown, PA 15905 Contact: Kathy Kist | |
| G | WeAreCentralPA.com 5000 Sixth Avenue Altoona, Pa. 16602 Phone: 814-942-1010 Contact: Jennifer Bates Email address: bates@wtajtv.com | Traffic Assistant/Receptionist News Videographer Photographer |
| H | Nexstar Broadcasting Group 5215 N. Oconnor Blvd, Suit 1400 Irving TX, 75039 Phone: 972-373-8800 Contact: Phil Reyna Email Address: preyna@nexstar.tv | |
| I | PA Career Link Room 514 Labor & Industry Bldg. 7th and Forster Street Harrisburg, PA 17120 Phone: 717-787-1182 Web Address: www.pacareerlink.state.pa.us | |
| J | Experience Works 1408 Eleventh Avenue Altoona, Pa. 16601 Phone: 814-943-8840 Contact: Emily Koesis | |
| K | Careerbuilder.com 8420 West Bryn Mawr Avenue Suite 1000 Chicago, Illinois 60631 Phone: 773-527-3600 | Account Executive |

| | | |
|---|--|---|
| L | WTAJ-TV 10 (TV Ad) 5000 Sixth Avenue Altoona, Pa. 16602 814-942-1010 | Broadcast Technician (2) Ad Sales Coordinator Account Executive (2) |
| M | Spots & Dots 167 Oakdale Road Johnson City, New York 13790 888-884-2630 Email address: selltv@aol.com | General Sales Manager |
| N | Employee Referral's | Reporter |
| O | Word of Mouth | Reporter |
| P | Internal Posting | New Media Manager/Ntl Sales Asst/News Videographer |
| Q | Past Applicant | Reporter |
| R | TV Week Publication 6500 Wilshire Blvd; Suite 2300 Los Angeles, CA 90048 Phone: 323-370-2432 Email address: www.TVWeek.com | |
| S | DuBois Business College One Beaver Drive DuBois, PA 15801 Phone : 814-371-6920 Contact :Barb Martini E-Mail : mainc@dbCollege.com | |
| T | Altoona Mirror P.O. Box 2008 301 Cayuga Ave Altoona, PA 16603 Phone : 814-946-7411 E-Mail : Classifieds@altoonamirror.com | Accounting Clerk |

Appendix 3 to WTAJ-TV
Annual EEO Public File Report Form
Covering the Period from April 1, 2007 to March 31, 2008
Station Comprising Station Employment Unit: WTAJ-TV

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

WTAJ-TV station personnel with substantial responsibility for hiring participated in the following job fairs:

- March 23, 2007 - Penn State University Job Expo
- October 23, 2007 - Hollidaysburg Junior High Career Day
- March 13, 2008 - Altoona Rotary Career Fair
- March 28, 2008 - Penn State University Job Expo

WTAJ-TV news employees (ie Chief Meteorologist, Sports Director, Reporter and Anchor) conduct visits and talks at schools and community centers with participants ranging in age from pre-school to college level and adult and senior groups as well as tours of the TV station. There have been 33 such visits and talks during the current reporting period.
 Internships Done During Reporting Period

| Intern Personnel | Internship Contact List | Station Personnel Involved |
|------------------|---|---|
| M.C. | Clarion University 840 Wood Street Clarion, PA 16214 Contact: Susan Hilton 814-943-2403 | Tony DeGol, News Director c/o WTAJ-TV 5000 Sixth Avenue Altoona, Pa. 16602 814-942-1010 |
| J. K. | Penn State University 208-D Carnegie Building University Park, PA 16802 Contact: Robert Martin 814-863-4674 | Tony DeGol, News Director c/o WTAJ-TV 5000 Sixth Avenue Altoona, Pa. 16602 814-942-1010 |
| T.L. | Penn State University-Altoona Campus 3000 Ivyside Park Altoona, Pa. 16601 Contact: Bob Trumpbor 814-949-5002 | Tony DeGol, News Director c/o WTAJ-TV 5000 Sixth Avenue Altoona, Pa. 16602 814-942-1010 |
| T.P. | East Stroudsburg University 200 Prospect Street East Stroudsburg, PA 18301 Contact: Elzar Camper, Jr 570-422-3211 | Tony DeGol, News Director c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010 |
| S.R. | Virginia Tech 210 Burruss Hall Blacksburg, VA 24061 Contact: Kimberly Garnand Dodson 540-231-6000 | Tony DeGol, News Director c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010 |
| M.M. | Penn State University-Altoona Campus 3000 Ivyside Park Altoona, PA 16601 Contact: Bob Trumpbor 814-949-5002 | Tony DeGol, News Director c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010 |
| J.R. | Penn State University 208-D Carnegie Building University Park, PA 16802 Contact: Robert Martin 814-863-4674 | Adam Paluka, Reporter c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010 |
| N.P. | Penn State University 208-D Carnegie Building University Park, PA 16802 Contact: Robert Martin 814-863-4674 | Adam Paluka, Reporter c/o WTAJ-TV 1000 Sixth Avenue Altoona, PA 16602 814-942-1010 |
| K.S. | Penn State University 208-D Carnegie Building University Park, PA 16802 Contact: Robert Martin 814-863-4674 | Adam Paluka, Reporter c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010 |

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|------|---|---|
| H.H. | <p>Penn State University 208-D Carnegie Building University Park, PA 16802 Contact: Robert Martin 814-863-4674</p> | <p>Adam Paluka, Reporter c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010</p> |
| M.J. | <p>Penn State University 208-D Carnegie Building University Park, PA 16802 Contact: Robert Martin 814-863-4674</p> | <p>Jeff Sechler, Videographer c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010</p> |
| B.T. | <p>Penn State University-Main Campus University Park, PA 16802 Contact: Yvette Richardson 814-863-4674</p> | <p>Joe Murgo, Chief Meteorologist c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010</p> |
| K.T. | <p>Penn State University-Main Campus University Park, PA 16802 Contact: Marieta Stanevy 814-949-5000</p> | <p>Joe Murgo, Chief Meteorologist c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010</p> |
| A.W. | <p>Penn State University-Main Campus University Park, PA 16802 Contact: Dr. Shirer 814-863-1992</p> | <p>Joe Murgo c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010</p> |
| A.C. | <p>Penn State University-Main Campus University Park, PA 16802 Contact: Ronda Spychalski 814-863-8565</p> | <p>Joe Murgo, Chief Meteorologist c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010</p> |
| S.M. | <p>Allegheny College 520 N. Main Street Meadville, PA 16335 Contact: Michael Keeley</p> | <p>Steve Harmic, Nick Thompson, c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010</p> |
| J.P. | <p>Penn State University-Main Campus 208-D Carnegie Building University Park, PA 16802 Contact: Dr. Shirer 814-863-1992</p> | <p>Joe Murgo, Chief Meteorologist c/o WTAJ-TV 5000 Sixth Avenue Altoona, PA 16602 814-942-1010</p> |