

ANNUAL EEO PUBLIC FILE REPORT
WHAG
June 1, 2013 through May 31, 2014

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(s):

WHAG

The information contained in this Report covers the time period beginning June 1, 2013 to and including May 31, 2014 (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 Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the 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.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from June 1, 2013 through May 31, 2014

Station(s) Comprising the Station Employment Unit: WHAG

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	eMedia Sales Executive	9/5/2013	D	2	A, D, G, J, L, N-MM, PP, QQ, UU, XX
2	eMedia Sales Executive	10/14/2013	QQ	3	A, G, N-MM, QQ, UU, XX
3	Meteorologist	12/14/2013	F	3	E, F, J, N-MM, UU, XX
4	Maintenance Engineer	2/14/2014	J	3	A, B, F, J, L, N-MM, UU, XX
5	Account Executive	6/17/13	B	1	A, B, G, J, N-MM, QQ, UU, XX
6	Account Executive	9/16/13	QQ	1	A, B, G, J, N-M, QQ, UU, WW, XX
7	Account Executive	12/12/13	D	2	D, G, J, N-MM, QQ, UU, WW, XX
8	Digital Media Account Executive	3/31/14	PP	7	A, J, L, N-MM, OO-PP, UU, XX
9	Sales Assistant	3/24/2014	A	11	A, D, N-MM, UU, XX
10	Reporter	7/1/2013	D	3	D, E, F, J, N-MM, UU
11	Reporter	7/1/2013	F	3	D, E, F, J, N-MM, UU
12	Reporter	9/16/2013	D	3	D, E, F, J, N-MM, UU-VV
13	Reporter	11/11/13	F	4	D, E, F, N, P, AA-MM
14	Reporter	12/9/2013	F	3	D, E, F, N, P, AA-MM
15	Reporter	12/30/2013	D	2	D, E, F, N, P, R-MM
16	Reporter	2/3/2014	F	2	D, F, N-P, R-MM
17	Reporter	3/17/2014	D	2	D, F, N-P, R-MM

Total Number of Persons Interviewed During Applicable Period: 55

Appendix 2 to Annual EEO Public File Report

Covering the Period from June 1, 2013 through May 31, 2014

Station(s) Comprising the Station Employment Unit: WHAG

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Herald Mail	Jackie	jackiec@heraldmail.com	None	N	9
B	Frederick News Post	K. Allen	kallen@newspost.com	301-662-1883	N	1
C	Your4State.com	Adam Lane	alane@whag.com	301-797-4400	N	0
D	Employee Referral	None	None	301-797-4400	N	17
E	Medialine.com	None	www.medialine.com	800-237-8073	N	0
F	TVjobs.com	None	www.tv.jobs.com	800-374-0119	N	16
G	Winchester Star	Pat Shane	pshane@winchester.star.com	None	N	0
H	Internal Transfer/Promotion	None	13 E. Washington Street Hagerstown, MD 21740	301-797-4400	N	0
I	WHAG-TV internship	General	13 E. Washington Street Hagerstown, MD 21740	301-797-4400	N	0
J	Nexstar.tv	None	www.nexstar.tv	972-373-8800	N	3
K	Walk-In	None	13 E. Washington Street Hagerstown, MD 21740	301-797-4400	N	0

L	TV ad on WH AG	Greg Suchanek	13 E. Washington Street Hagerstown, MD 21740	301-797-4400	N	1
M	Jobspider	None	www.jobspider.com	None	N	0
N	Kaplan University	Human Resources	scianelli@kaplan.edu	800-422-2670	N	0
O	Shepherd University	Human Resources	hrwebb@Wshepherd.edu	304-876-5001	N	0
P	Hagerstown Community College	Human Resources	balease@hagerstowncc.edu	301-791-2800	N	0
Q	Craigslist	None	Craigslist.com	N/A	N	0
R	University of Maryland	Human Resources	danderson@umd.edu	N/A	N	0
S	University of West Virginia	Human Resources	Classcomp-hr@mail.wvu.edu	N/A	N	1
T	Pennsylvania State University	Human Resources	Ohr.psu.edu.hrda	N/A	N	0
U	University of Virginia	Human Resources	Uvajobs@virginia.edu	N/A	N	0
V	Shippensburg University	Human Resources	hr@ship.edu	N/A	N	0
W	Shenandoah University	Human Resources	Mlandes@su.edu	N/A	N	0
X	Frostburg University	Human Resources	Clife/career@frostvb.org	N/A	N	0
Y	Mt. St. Mary's University	Human Resources	brmiller@msmary.edu	N/A	N	0
Z	Howard University	Human Resources	hr@howard.edu	N/A	N	0
AA	University of Pittsburg	Human Resources	Mrs100@pitt.edu	N/A	N	0
BB	Duquesne University	Human Resources	Hr.office@duq.edu	N/A	N	0
CC	Carnegie Mellon University	Human Resources	hrhelp@andrew.cmu.edu	N/A	N	0
DD	LaRoche College	Human Resources	hr@laroche.edu	N/A	N	0
EE	Chatham University	Human Resources	hr@chatham.edu	N/A	N	0
FF	Eastern University	Human Resources	jobs@eastern.edu	N/A	N	0
GG	Harrisburg University	Human Resources	hr@harrisburg.edu	N/A	N	0
HH	Central Penn College	Human Resources	stevehassinger@centralpenn.edu	N/A	N	0
II	York College	Human Resources	employment@ycp.edu	N/A	N	0
JJ	Franklin & Marshall	Human Resources	www.famd.edu/humanresourc	N/A	N	0

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KK	Bloomberg University	Human Resources	kwood@bloomberg.edu	N/A	N	0
LL	Millersville University	Human Resources	humanresources@millersville.edu	N/A	N	0
MM	Mansfield University	Human Resources	bsmorgan@mansfield.edu	N/A	N	0
NN	Radio Television Digital News Association	Human Resources	ryanm@rtnda.org	N/A	N	0
OO	Media One Patriot News	Human Resources	sbenzel@mediamarketplaceonline.com	N/A	N	0
PP	Public Opinion	Human Resources	sbenzel@mediamarketplaceonline.com	N/A	N	4
QQ	The Journal	Human Resources	rmiller@journal-news.net	N/A	N	2
RR	MediaRecruiter.com	N/A	www.mediarecruiter.com	N/A	N	0
SS	SpotsnDots.com	N/A	www.spotsndots.com	N/A	N	0
TT	Cumberland Times	N/A	classified@times-news.com	N/A	N	0
UU	CASA	N/A	Casa35@myactv.net	N/A	N	0
VV	Walk-up/unsolicited	N/A	N/A	N/A	N	1
WW	Loudoun Times	N/A	www.loudountimes.com	N/A	N	0
XX	Maryland Unemployment Offices	N/A	Various	N/A	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from June 1, 2013 through May 31, 2014

Station(s) Comprising the Station Employment Unit: WHAG

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

	Recruitment Initiative	Description
1	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	<p>A student from James Madison University interned in our News Department during the summer (June to July) of 2013.</p> <p>A student from Salisbury University interned in our Production Department during the summer (May to July) of 2013.</p> <p>A student from Shenandoah University interned in our Production Department during the summer (June to August) of 2013.</p> <p>A student from Stevenson University interned in our Production Department during the summer (June to August) of 2013.</p> <p>A student from Hood College interned in our News Department during the fall (August to December) of 2013.</p> <p>A student from Frostburg State University interned in our Department during the spring (January to May) of 2014.</p> <p>A student from Hood College interned in our News Department during the Spring (January to May) Of 2014.</p> <p>A student from Shepherd College interned in our News Department during the Spring (February to May) of 2014.</p>
2	Providing training to management level personnel as to methods of ensuring equal employment opportunity	The Station provides Managers training as to methods to ensure equal employment opportunities through the Human Capital Metrix training program.

	and preventing discrimination	
3	Participation in activities that the licensee has designed to further the goal of disseminating information about employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	<p>The Station disseminated information regarding employment opportunities on September 14, 2013 at the "In the Street" Festival in Frederick Maryland. Our Promotions Manager gave out information on Account Executive and Production Assistant jobs now available at WHAG. She was there from 11AM to 5PM.</p> <p>The Station disseminated information regarding employment opportunities on March 15 and 16, 2014 at the Frederick County Home Builders Association. Our Promotions Manager gave out information on Account Executive, Sales Assistant, and Production Assistant jobs now available at WHAG. Other employees helping were two Account Executives, an Anchor/Reporter, and a Meteorologist.</p> <p>The Station disseminated information regarding employment opportunities on March 22 and 23, 2014 at the Washington County Home Builders Association Home Show. Our Promotions Manager gave out information on Account Executive, Sales Assistant, and Production Assistant jobs then available at WHAG. Other employees helping were the General Manager, two Account Executives, Assistant News Director, Meteorologist, and an Anchor/Reporter.</p> <p>WHAG also sends all of WHAG job openings to the CASA office (an organization for abused women and children), as well as several local unemployment offices throughout our coverage area.</p>