

Annual EEO Public File Report Form

WWCP-TV, Johnstown, PA

Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WWCP-TV, JOHNSTOWN, PA. This Report is required to be placed in the station’s online public inspection file and posted on its web site, if the station has a web site.

The information contained in this Report covers the time period beginning 04/01/2024 to and including 03/31/2025 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the FCC’s rules, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC’s rules.

The following Appendices 1, 2, and 3 have been designed to provide, in the aggregate, the required information.

For the purposes of this Report, a vacancy is deemed “filled” not when the offer is extended but when the hiree accepts the job offer.

Appendix 1 to
 Annual EEO Public File Report Form
 Covering the Period from 04/01/2024 to 03/31/2025

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

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees from all Sources for this Position
Account Executive	Internal Posting/Employee Referral Indeed.com	2
Digital Sales Specialist		0
Multi-Media Journalist	Pennsylvania State University JobExpo.Comm Internship/ Career Fair	1

Total Number of Persons Interviewed During Applicable Period. 3

*No Full-time Positions were Filled during the Applicable Period

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 04/01/2024 to 03/31/2025

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

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
fox8tv.com 90 Lulay St. Suite #1 Johnstown, PA 15904 Tom Schmidt Phone:814-599-8450 Jill Brazill Phone: 814-269-1165	0	Account Executive Digital Sales Specialist Multi-Media Journalist
abc23.com 90 Lulay St. Suite #1 Johnstown, PA 15904 Tom Schmidt Phone:814-599-8450 Jill Brazill Phone: 814-269-1165	0	Account Executive Digital Sales Specialist Multi-Media Journalist
Handshake.com Posted online @handshake.com	0	Account Executive Digital Sales Specialist Multi-Media Journalist

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Pacareerlink.pa.gov Posted online @ pacareerlink.com	0	Account Executive Digital Sales Specialist Multi-Media Journalist
PA Association of Broadcasters 208 N. 3 rd Street Suite 105 Harrisburg, PA 17101 www.pab.org Gail Ponti Phone:717-571-0376	0	Account Executive Digital Sales Specialist Multi-Media Journalist
LinkedIn Posted online@LinkedIn.com	0	Account Executive Digital Sales Specialist Multi-Media Journalist
Cunninghambroadcasting.com	0	Account Executive Digital Sales Specialist Multi-Media Journalist
Pennsylvania State University - Spring 2025 JobExpo.Comm Internship/Career Fair Alumni Hall, HUB-Robeson Center 288 Pollock Road University Park, PA 16802 Bob Martin rpm163@psu.edu	1	Account Executive Digital Sales Specialist Multi-Media Journalist
Internal Posting 90 Lulay St. Suite #1 Johnstown, PA 19504 Tom Schmidt Phone:814-599-8450 Jill Brazill Phone: 814-269-1165	1	Account Executive Digital Sales Specialist Multi-Media Journalist

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
Indeed.com	1	Account Executive Digital Sales Specialist Multi-Media Journalist

The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us.

*No Full-time Positions were Filled during the Applicable Period

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from: 04/01/2024 to 3/31/2025

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

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

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

Date of Participation: February 21, 2025

Participating Employees: Jill Brazill, Creative Services Dir.
Jen Plutko, Marketing Coordinator

Host/Sponsor: Pennsylvania State University / JobExpo.Comm Internship and Job Fair

WWCP Creative Services Director Jill Brazill and Marketing Coordinator Jen Plutko participated in an Internship and Job Fair at Pennsylvania State University. JobExpo.Comm is one of the most successful communications-specific career fairs in the country.

Activity: PARTICIPATION IN PROGRAM SPONSORED BY EDUCATIONAL INSTITUTION RELATING TO CAREER OPPORTUNITIES IN BROADCASTING: Future Business Leaders of America State Conference Judging

Date of Participation: April 8-9, 2024

Participating Employees: Jill Ream, Program Director
Jill Brazill, Creative Services Director

Host/Sponsor: Hershey Lodge-Hotel / PA Future Business Leaders of America (PA FBLA)

WWCP Program Director Jill Ream served as a Judge for the categories of Graphic Design, Broadcast Journalism, and Digital Video Production at the annual State Competition.

WWCP Creative Services Direct Jill Brazill served as a Judge for the categories of Sales Presentation and Client Service at the annual State Competition.

Over 50 different competitions took place over the two-day PA FBLA conference. Winning students from the state advanced to the National Competition in Anaheim, California in June.

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

Date of Participation: April 2024–March 2025

Participating Employees: Jason Bolinger, Commercial Producer
Joseph Skura, Writer/Producer

Nick Hill, Promotions Producer/Multimedia Assistant

Program Objectives:

- Develop hands on experience for Broadcasting students and enhance the school's programming

Activity: SCHOLARSHIP PROGRAM

WWCP-TV, established the FOX 8 WWCP-TV Scholarship at Pennsylvania State University in April 2023. The scholarships for the 2024-2025 academic year were awarded to two Altoona High School Seniors who are members of the crew that produce "The Zone with Referee Rich". We will continue this scholarship annually to help students who are pursuing degrees in television broadcasting.

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

Date of Participation: March 2025

Participating Employees: All

All employees participated in an on-line training module on recognizing and preventing harassment and discrimination in the workplace. DEPARTMENT HEADS and SUPERVISORS (manager's edition) participated in a more in-depth on-line training on the same issue.

Cunningham Broadcasting Corporation and its station WWCP is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Cunningham Broadcasting Corporation and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS related complex (ARC), or any other category protected by law.