

EEO PUBLIC FILE REPORT

FOR

**STATION WGAL
Lancaster, PA**

This EEO Public File Report
Covers the One-Year Period
3/22/04 - 3/31/05

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WGAL's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on 3/31/05, the station filled the following vacancies:

1	FT Relief MCR Operator
2	FT General Assignment Reporter/Anchor
3	FT Assoc Producer (1 of 3)
4	FT Producer (2 of 3)
5	PT Assoc Producer (3 or 3)
6	FT Account Executive (1 of 2)
7	FT Account Executive (2 of 2)
8	FT Audio Operator
9	FT General Assignment Reporter – Hsbg
10	FT General Assignment Reporter – York
11	FT Switchboard Operator
12	FT General Assignment Reporter
13	FT Account Executive
14	PT Audio Operator
15	PT Teleprompter Operator
16	PT Weekend Camera Operator
17	PT Weekend Sports Anchor
18	PT Camera Operator (1 of 3)
19	PT Audio Operator (2 of 3)
20	PT Camera Operator (3 of 3)
21	PT Newsroom Assistant
22	PT Associate Producer
23	PT Associate Producer
24	PT Associate Producer
25	PT Video Operator (1 of 3)
26	PT Camera Operator (2 of 3)
27	PT Camera Operator (3 of 3)
28	PT Newsroom Assistant
29	PT General Assignment Reporter
30	PT Desk Assistant
31	PT Camera Operator (1 of 2)
32	PT Camera Operator (2 of 2)
33	PT Associate Producer

The station interviewed a total of 194 people for all vacancies during the period covered in this report.

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

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Am Women in Radio	0
Asian Amer. Journalist Assoc.	0
Associate Press	0
Career Link	3
Electronic Institute	0
Elizabethtown College	0
WGAL Employee Referral	20
Former Intern	2
Franklin & Marshall College	0
Governors Advisory on Latino Affairs	0
Hearst Argyle Sister Stations	2
Hood College	0
Hot Jobs.com	5
Howard University	0
Human Rel. of Lancaster	0
WGAL Internal Posting	8
Intern	6
Kutztown University	1
Lancaster County Career & Tech Ctr	0
Lancaster Newspaper	58
Lancaster Office Aging	0
Lebanon Valley College	0
Liberal Arts Career Network	0
Lincoln University	0
Medialine	0
Millersville University	1
Mullenberg College	0
NABJ.com	0
National Assoc of Hispanic Journalist	0
Other Sources	2
Penn State University	1
Planet Media	0
PROBE	0
Promotions	0
Resume on file	0

Spanish American Civic Assoc.	0
Spots N Dots	3
TV Bureau of Advertising	0
TV Jobs	2
Urban League of Lancaster	0
Walk-in	9
West Chester University	0
WGAL Promo	11
WGAL Web Page	60
York College	0
	194

- < Attachment A 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 hire 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 (1)
FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: FT Relief MCR Operator
Date Vacancy Opened: 3/18/04
Date Vacancy Filled: 3/29/04

Recruitment Source That Referred the Hire: Internal Promotion
Total Number of Persons Interviewed for the Vacancy: 3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion				3	No

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (2)
FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: FT General Assignment Reporter/Anchor
Date Vacancy Opened: 5/7/04
Date Vacancy Filled: 7/15/04

Recruitment Source That Referred the Hire: Hearst-Argyle Sister Stations
Total Number of Persons Interviewed for the Vacancy: 7

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Am Women in Radio & TV	1595 Springhill Dr, Suite 300, Vienna, VA 22182	Posted on website until 4/22/04 when fee was initiated	703-506-3290		Yes
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawver@ap.org	Dick Lawyer	215-561-1133		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referral				1	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000	1	No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hojobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711		No
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
TV Jobs	PO Box 4116, Oceanside, CA 92052	Post openings on website	760-754-2115 fax		News Dept Only
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	5	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (3)
FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: FT Assoc Producer (1 of 3)
Date Vacancy Opened: 4/13/04
Date Vacancy Filled: 6/11/04

Recruitment Source That Referred the Hire: WGAL Employee Referral
Total Number of Persons Interviewed for the Vacancy: 9

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Am Women in Radio & TV	1595 Springhill Dr, Suite 300, Vienna, VA 22182	Posted on website until 4/22/04 when fee was initiated	703-506-3290		Yes
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aaja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawver@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referral				3	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000	1	No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website		1	Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	2	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Other Sources					No
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
TV Jobs	PO Box 4116, Oceanside, CA 92052	Post openings on website	760-754-2115 fax	1	News Dept Only
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)					No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	1	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (4)
FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: FT Producer (2 of 3)
Date Vacancy Opened: 4/8/04
Date Vacancy Filled: 8/9/04

Recruitment Source That Referred the Hire: WGAL Employee Referral
Total Number of Persons Interviewed for the Vacancy: 9

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Am Women in Radio & TV	1595 Springhill Dr, Suite 300, Vienna, VA 22182	Posted on website until 4/22/04 when fee was initiated	703-506-3290		Yes
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawver@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referral				3	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000	1	No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website		1	Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	2	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Other Sources					No
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
TV Jobs	PO Box 4116, Oceanside, CA 92052	Post openings on website	760-754-2115 fax	1	News Dept Only
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)					No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	1	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (5)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Assoc Producer (3 of 3)
Date Vacancy Opened: 4/14/04
Date Vacancy Filled: 6/1/04

Recruitment Source That Referred the Hire: WGAL Employee Referral
Total Number of Persons Interviewed for the Vacancy: 9

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Am Women in Radio & TV	1595 Springhill Dr, Suite 300, Vienna, VA 22182	Posted on website until 4/22/04 when fee was initiated	703-506-3290		Yes
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawver@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referral				3	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000	1	No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website		1	Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	2	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
TV Jobs	PO Box 4116, Oceanside, CA 92052	Post openings on website	760-754-2115 fax	1	News Dept Only
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)		John Baldwin			No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	1	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

**ATTACHMENT A (6)
FULL-TIME VACANCY EEO INFORMATION – Form BP-03**

Job Title of Vacancy: FT Account Executive (1 of 2)
Date Vacancy Opened: 8/12/04
Date Vacancy Filled: 8/30/04

Recruitment Source That Referred the Hire: WGAL Employee Referral
Total Number of Persons Interviewed for the Vacancy: 5

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Am Women in Radio & TV	1595 Springhill Dr, Suite 300, Vienna, VA 22182	Posted on website until 4/22/04 when fee was initiated	703-506-3290		Yes
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawver@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referral				1	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	1	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Spots N Dots	167 Oakdate Rd, Johnson City, NY 13790	Dia Korba	607-729-7295	3	Yes
TV Bureau of Advertising	3 East 54 th St, New York, NY 10022	Althea Wright	212-486-1111		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)					No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340		No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (7)
FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: FT Account Executive (2 of 2)
Date Vacancy Opened: 8/12/04
Date Vacancy Filled: 8/31/04

Recruitment Source That Referred the Hire: Spots N Dots
Total Number of Persons Interviewed for the Vacancy: 5

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Am Women in Radio & TV	1595 Springhill Dr, Suite 300, Vienna, VA 22182	Posted on website until 4/22/04 when fee was initiated	703-506-3290		Yes
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referral				1	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	1	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Other Sources					No
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Spots N Dots	167 Oakdate Rd, Johnson City, NY 13790	Dia Korba	607-729-7295	3	Yes
TV Bureau of Advertising	3 East 54 th St, New York, NY 10022	Althea Wright	212-486-1111		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)					No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340		No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (8)

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: FT Audio Operator

Recruitment Source That Referred the Hiree: Internal Promotion

Date Vacancy Opened: 8/4/04

Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: 9/13/04

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WGAL Employee Referral				1	No
WGAL Internal Posting				3	No
WGAL Promo (TV ad)					No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340		No

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (9)
FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: FT General Assignment Reporter - Hsbg
Date Vacancy Opened: 9/7/04
Date Vacancy Filled: 10/23/04

Recruitment Source That Referred the Hire: WGAL Website
Total Number of Persons Interviewed for the Vacancy: 3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
NABJ.com	Univ of Maryland 8701-A Adelphi Rd, Adelphi, MD 20783	Post openings on website	301-445-7100		No
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
TV Jobs	PO Box 4116, Oceanside, CA 92052	Post openings on website	760-754-2115 fax		News Dept Only
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	3	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (10)
FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: FT General Assignment Reporter - York
Date Vacancy Opened: 9/7/04
Date Vacancy Filled: 11/15/04

Recruitment Source That Referred the Hire: WGAL Website
Total Number of Persons Interviewed for the Vacancy: 3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yea
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referred				1	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
NABJ.com	Univ of Maryland 8701-A Adelphi Rd, Adelphi, MD 20783	Post openings on website	301-445-7100		No
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
TV Jobs	PO Box 4116, Oceanside, CA 92052	Post openings on website	760-754-2115 fax		News Dept Only
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	2	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (11)
FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: FT Switchboard Operator
Date Vacancy Opened: 11/19/04
Date Vacancy Filled: 11/30/04

Recruitment Source That Referred the Hire: Walk-In
Total Number of Persons Interviewed for the Vacancy: 3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Am Women in Radio & TV	1595 Springhill Dr, Suite 300, Vienna, VA 22182	Posted on website until 4/22/04 when fee was initiated	703-506-3290		Yes
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118	2	No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
Walk-In				1	No
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)					No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340		No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (12)
FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: FT General Assignment Reporter
Date Vacancy Opened: 12/9/04
Date Vacancy Filled: 12/18/04

Recruitment Source That Referred the Hire: WGAL Website
Total Number of Persons Interviewed for the Vacancy: 2

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aaaja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referral				1	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711		No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
TV Jobs	PO Box 4116, Oceanside, CA 92052	Post openings on website	760-754-2115 fax		News Dept Only
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)					No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	1	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (13)
FULL-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: FT Account Executive
Date Vacancy Opened: 2/3/05
Date Vacancy Filled: 2/22/05

Recruitment Source That Referred the Hire: WGAL Employee Referral
Total Number of Persons Interviewed for the Vacancy: 10

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referred				7	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118	1	No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
WGAL Internal Posting				1	No
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Spots N Dots	167 Oakdate Rd, Johnson City, NY 13790	Dia Korba	607-729-7295		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
Walk-In				1	No
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)					No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340		No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (14)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Audio Operator
Date Vacancy Opened: 3/29/04
Date Vacancy Filled: 4/19/04

Recruitment Source That Referred the Hire: Lancaster Newspaper
Total Number of Persons Interviewed for the Vacancy: 16

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aaja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referral				1	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hojjobs.com	Rob Henrikson	917-438-3118	1	No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
WGAL Internal Posting				1	No
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	8	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Other Sources					No
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674	1	Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)		John Baldwin		2	No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	2	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (15)

PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Teleprompter
Date Vacancy Opened: 4/8/04
Date Vacancy Filled: 4/26/04

Recruitment Source That Referred the Hire: Lancaster Newspaper
Total Number of Persons Interviewed for the Vacancy: 13

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Am Women in Radio & TV	1595 Springhill Dr, Suite 300, Vienna, VA 22182	Posted on website until 4/22/04 when fee was initiated	703-506-3290		Yes
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@ajaja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yea
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	7	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Other Sources					No
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
Walk-In				2	No
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)				1	No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	3	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (16)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Weekend Camera Operator
Date Vacancy Opened: 4/15/04
Date Vacancy Filled: 4/27/04

Recruitment Source That Referred the Hire: Lancaster Newspaper
Total Number of Persons Interviewed for the Vacancy: 20

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	13	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Other Sources					No
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	7	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (17)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT WE Sports Anchor
Date Vacancy Opened: 5/12/04
Date Vacancy Filled: 6/6/04

Recruitment Source That Referred the Hiree: WGAL Website
Total Number of Persons Interviewed for the Vacancy: 3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referral				1	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711		No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Web Page	Thewgchannel.com	Lucy Barnett	717-735-7340	2	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (18)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Camera Operator (1 of 3)
Date Vacancy Opened: 4/26/04
Date Vacancy Filled: 5/14/04

Recruitment Source That Referred the Hire: WGAL Website
Total Number of Persons Interviewed for the Vacancy: 14

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Former Intern				1	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118	1	No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	3	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
Walk-In				2	No
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	7	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (19)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Audio Operator (2 of 3)
Date Vacancy Opened: 5/11/04
Date Vacancy Filled: 5/11/04

Recruitment Source That Referred the Hire: Former Intern
Total Number of Persons Interviewed for the Vacancy: 14

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Former Intern				1	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118	1	No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	3	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
Walk-In				2	No
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	7	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (20)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Camera Operator (3 of 3)
Date Vacancy Opened: 6/6/04
Date Vacancy Filled: 6/7/04

Recruitment Source That Referred the Hiree: Walk In
Total Number of Persons Interviewed for the Vacancy: 14

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Former Intern				1	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118	1	No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	3	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
Walk-In				2	No
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	7	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (21)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Newsroom Assistant
Date Vacancy Opened: 7/19/04
Date Vacancy Filled: 7/27/04

Recruitment Source That Referred the Hire: Intern
Total Number of Persons Interviewed for the Vacancy: 1

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Intern				1	No
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340		No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (22)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Associate Producer
Date Vacancy Opened: 10/4/04
Date Vacancy Filled: 11/18/04

Recruitment Source That Referred the Hire: WGAL Website
Total Number of Persons Interviewed for the Vacancy: 4

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Intern				2	No
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711		No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Other Sources					No
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)		John Baldwin			No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	2	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (23)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Associate Producer
Date Vacancy Opened: 10/4/04
Date Vacancy Filled: 11/15/04

Recruitment Source That Referred the Hire: WGAL Website
Total Number of Persons Interviewed for the Vacancy: 1

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711		No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)					No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	1	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (24)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Associate Producer
Date Vacancy Opened: 10/4/04
Date Vacancy Filled: 12/15/04

Recruitment Source That Referred the Hire: Intern
Total Number of Persons Interviewed for the Vacancy: 3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Intern				1	No
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711		No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)		John Baldwin			No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	2	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (25)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Video Operator (1 of 3)
Date Vacancy Opened: 10/25/04
Date Vacancy Filled: 11/13/04

Recruitment Source That Referred the Hire: Lancaster Newspaper
Total Number of Persons Interviewed for the Vacancy: 38

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631	2	Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	18	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312	1	Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Other Sources (Employment Weekly – School newspaper)				1	No
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
TVJobs	PO Box 4116 Oceanside, CA 92052	Post openings on website	760-754-2115 Fax	1	Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
Walk-In				1	No
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)		John Baldwin		6	No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	8	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (26)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Camera Operator (2 of 3)
Date Vacancy Opened: 10/25/04
Date Vacancy Filled: 11/11/04

Recruitment Source That Referred the Hire: WGAL Website
Total Number of Persons Interviewed for the Vacancy: 38

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yea
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631	2	Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Station	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	18	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312	1	Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Other Sources				1	No
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
TVJobs	PO Box 4116 Oceanside, CA 92052	Post openings on website	760-754-2115 Fax	1	yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
Walk-In				1	No
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)				6	No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	8	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (27)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Camera Operator (3 of 3)
Date Vacancy Opened: 10/25/04
Date Vacancy Filled: 11/11/04

Recruitment Source That Referred the Hire: WGAL Website
Total Number of Persons Interviewed for the Vacancy: 38

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yea
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631	2	Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Station	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	18	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312	1	Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Other Sources				1	No
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
TVJobs	PO Box 4116 Oceanside, CA 92052	Post openings on website	760-754-2115 Fax	1	yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
Walk-In				1	No
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)				6	No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	8	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (28)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Newsroom Assistant
Date Vacancy Opened: 12/8/04
Date Vacancy Filled: 12/26/04

Recruitment Source That Referred the Hire: WGAL Employee Referral
Total Number of Persons Interviewed for the Vacancy: 3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referral				1	No
Former Intern				1	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	1	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (29)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT General Assignment Reporter
Date Vacancy Opened: 7/10/04
Date Vacancy Filled: 12/24/04

Recruitment Source That Referred the Hire: WGAL Website
Total Number of Persons Interviewed for the Vacancy: 3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WGAL Employee Referral				1	No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	2	No

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (30)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Desk Assistant
Date Vacancy Opened: 12/29/04
Date Vacancy Filled: 2/7/05

Recruitment Source That Referred the Hire: Intern
Total Number of Persons Interviewed for the Vacancy: 7

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
WGAL Employee Referral				1	No
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Intern				2	No
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	1	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Other Sources (Applicant did not specify)				1	No
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	2	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (31)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Camera Operator (1 of 2)
Date Vacancy Opened: 2/3/05
Date Vacancy Filled: 2/14/05

Recruitment Source That Referred the Hire: TV Promo
Total Number of Persons Interviewed for the Vacancy: 14

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	4	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
Walk-In				1	No
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)		John Baldwin		2	No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	7	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (32)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Camera Operator (2 of 2)
Date Vacancy Opened: 2/3/05
Date Vacancy Filled: 2/14/05

Recruitment Source That Referred the Hire: WGAL Website
Total Number of Persons Interviewed for the Vacancy: 14

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631		Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	4	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
Walk-In				1	No
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Promo (TV ad)		John Baldwin		2	No
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	7	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

ATTACHMENT A (33)
PART-TIME VACANCY EEO INFORMATION – Form BP-03

Job Title of Vacancy: PT Associate Producer
Date Vacancy Opened: 2/3/05
Date Vacancy Filled: 2/6/05

Recruitment Source That Referred the Hire: WGAL Website
Total Number of Persons Interviewed for the Vacancy: 5

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total # of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Asian Amer Journalist Assoc	1182 Market St, Ste 320, San Francisco, CA 94102	Rene Astudillo	Post@aja.org		Yes
Associated Press	PA Broadcast Editor, Philadelphia dlawyer@ap.org	Dick Lawyer	215-561-1133		Yes
Career Link	1016 Charlotte St, Lancaster, PA 17603	Loretta Trimmer	717-299-7631	1	Yes
Electronic Institute	1519 W Harrisburg Pike, Middletown, PA 17057	Charles Garcia	717-944-2731		Yes
Elizabethtown College	One Alpha Dr, Elizabethtown, PA 17022-2298	Brenda L Brandt	717-361-1206		Yes
Franklin & Marshall College	PO Box 3003, Lancaster, PA 17604-3003	Mimi Durenberger	717-291-4084		Yes
Governors Advisory on Latino Affairs	544 Forum Building, Harrisburg, PA 17120	Pedro A Cortes, Esq	717-738-3877		Yes
Harrisburg Human Relations Committee	123 Walnut St, Suite 235, Harrisburg, PA 17101	Michael Bowles	717-255-7257		Yes
Hearst Argyle Sister Stations	214 North Tryon Street, Charlotte, NC 28202	Rob Louis	704-348-8000		No
Hood College	www.collegecentral.com/hood/Employer.cfm	Post openings on website	301-696-3583		No
HotJobs.com	robh@hotjobs.com	Rob Henrikson	917-438-3118		No
Howard University	525 Bryant St, NW Washington DC 20059	Joan Browne	202-806-7513		Yes
Human Relations of Lancaster	225 W King St, Lancaster, PA 17602	Darlene rush	717-299-7840		Yes
Kutztown University	PO Box 730 Kutztown, PA 19530	Post openings on website			Yes
Lancaster County Career & Technology Center	PO Box 527 Willow St, PA 17584	Lucy Decker	464-7050 X708		Yes
Lancaster Newspaper	8 W King St, Lancaster, PA	Classified	717-291-8711	1	No
Lancaster Office of Aging	150 N Queen St, Suite 301, Lancaster, PA 17603	Marty Gomersall	717-299-7979		Yes
Lebanon Valley College	101 N College Ave, Anneville, PA 17003	Sharon Hurst	717-867-6560		Yes
Liberal Arts Career Network	www.lacn-group.org – post openings on website	Fred Burke	frburke@vassar.edu		No
Lincoln University	PO Box 179, Lincoln University, PA 19352	Ralph Simpson	610-932-8300 X3588		Yes
Medialine	PO Box 51909, Pacific Grove, CA 17101	Mark Shilstone	800-237-8073		Yes
Millersville University	PO Box 1002, Millersville, PA 17551	Donna Ressler	717-872-3312		Yes
Mullenberg College	2400 Chew St, Allentown, PA	Kellie Provost-Brown	484-664-3170		Yes
National Assoc of Hispanic Journalist	100 National Press Building, Washington DC 20045	Michelle Bignoli	202-662-7483		Yes
Penn State University	208D Carnegie Building, University Park, PA 16802-5101	Bob Martin	814-863-4674		Yes
PROBE	900 Crumble St, Steelton, PA 17113	Cheryl Hawkins	717-939-2260		Yes
Spanish American Civic Assoc	545 Pershing Ave, Lancaster, PA 17602	Rosa Rivera	717-397-6267		Yes
Urban League of Lancaster	520 S Duke St, Lancaster, PA 17602	Carol Atley or Darryl Thompson	717-394-1966		Yes
Walk-In				1	No
West Chester University	106 Lawrence Center, West Chester, PA 19383	Darlene Kimber	610-436-2501		Yes
WGAL Web Page	Thewgalchannel.com	Lucy Barnett	717-735-7340	2	No
York College of PA	Country Club Road, York PA 17405-7199	Beverly Evans/post openings on web	717-815-1452		Yes

Recruitment Sources Used to Fill the Vacancy

**ATTACHMENT B
MENU OPTION ACTIVITIES**

Station WGAL has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
5	Establishment of an Internship Program	<p>Station conducts an ongoing Internship Program for area college juniors. 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 which will facilitate their transition from the academic environment to the business world. Students participating in the program during the period covered by this report:</p> <p>Summer 2004 – 18 interns Fall 2004 – 7 Interns Spring 2005 – 11 Interns</p>
4	Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities	<p>a) Through Station tours, WGAL Creative Services Director provided groups interested in pursuing careers in various disciplines of broadcasting with insight into the work environment, as well as the day-to-day responsibilities associated with specific careers. Over the period covered by this report, 35 tours were conducted for approximately over 300 Boy & Girl Scouts. Also a Show & Tell of the Live Truck was given to Boy Scouts at our York Bureau.</p> <p>b) 3/2/05 Our LSM served as a panel speaker at Jr. Achievement’s Young Men’s Futures Symposium. He explained job opportunities in broadcasting & how to prepare for entering the field.</p> <p>c) 8/24/04 Meteorologist weather presentation to the Mount Joy Rotary Club. 10/19/04 Weather presentation at Lincoln House for Ephrata Rotary.</p> <p>d) 4/15/04 WGAL Anchor spoke to Woman’s Club of Ephrata on the subject of Working in the Media.</p>

8	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;	<p>a) Every summer WGAL sales management hosts twelve weeks of training conducted every Friday from 3-4:30pm. The goal is to cover topics more in depth, to further skills so that they can excel in their current position which will better prepare them for advancement. Eight sales reps attend along with the local, national or general sales manager who is conducting.</p> <p>b) Aug 2004, Accounting Clerks attended Excel classes at HACC to expand their working knowledge.</p> <p>c) 10/17/04 -Eleven sales employees attended the PAB Conference at the Hershey Motor Lodge & Convention Center.</p> <p>d) 11/30/04 Stellar Training provided by Nielsen for the entire sales department.</p> <p>e) 1/19/05 Jim Doyle Sales Seminar – training session for sales persons on effective methods for selling TV advertising to the automotive industry.</p> <p>f) Our news dept has quarterly training for employees conducted by outside consultants on various topics including ENG Safety, Photography Live Shots and News Writing. Anchor Coaching is done over the web in 15 sessions spread over the year.</p> <p>g) Our Creative Services Dept has regularly scheduled luncheons in which time is spent watching an assortment of video projects. There are used to critique production techniques used by other producers and for discussion of new ideas.</p>
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<p>10</p>	<p>Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>a) On Oct 14, 2004 and again on Jan 12, 2005 our Creative Services personnel addressed 4 career classes of about 30 students each at Lampeter/Strasburg High School Career Days.</p> <p>Feb 1, 2005 - our Creative Services personnel represented WGAL at Landisville Primary School's Career Day, took video, pencils, banners & sample storyboards.</p> <p>Feb 7, 2005 - our Creative Services personnel attended Lancaster Mennonite High School Career English Class showcasing News8's "8 On Your side" Franchise: Answered questions from about 20 seniors & handed out information on job descriptions at the station.</p> <p>March 9, 2005 - WGAL News Director met with the "Newsvision" class at Howard University. He talked with 12 students who will graduate this spring. He talked about the current outlook for entry-level job seekers, opportunities at WGAL and Hearst-Argyle and reviewed several stories they produced for class & on internships. They also had a good discussion of the importance of diversity in local newsrooms & actions that are being taken to achieve that diversity. He shared our job description sheets with them & provided them with contact information for WGAL including email, phone number & the job listings on our website. The students will all be sending their resumes and tapes to be kept on file.</p> <p>March 21, 2005 - News Director spoke with 11 students at Elizabethtown College News Writing class. They were asked to evaluate a list of stories to decide how they should be covered & used on air. They also discussed the variety of jobs available at the station & gave them job descriptions. Several expressed interest in internships.</p> <p>b) Through Station tours, WGAL Creative Services Director provided students interested in pursuing careers in various disciplines of broadcasting with insight into the work environment, as well as the day-to-day responsibilities associated with specific careers. Over the period covered by this report, 9 tours were conducted for approximately 100 students.</p> <p>c) Our WGAL Anchors speak to various community organizations upon request through our Speakers Bureau on a broad range of topics:</p> <p>March 22, 2004 Elizabethtown College – TV and the Media</p> <p>March 31 & April 5, 2004 Elizabethtown College – News Writing Class</p> <p>April 7, 2004 Elizabethtown College – The difference between Broadcast & Print</p> <p>April 23, 2004 Elizabethtown College – Keynote Speaker for PA School Press Assoc</p> <p>May 13, 2004 Hempfield High School – Career Day</p> <p>June 1, 2004 Manheim Twp Middle School – Career Day</p> <p>Nov 4, 2004 Lambertton Middle School – Career Day Presentation</p> <p>Nov 9, 2004 Octorara Area High School – Career Day</p> <p>Feb 8, 2005 Manheim Twp High School – Broadcasting Presentation</p> <p>Feb 26, 2005 Dickinson College - Career Symposium</p>
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		<p>d) Our General Manager participated in the Hand Middle School mentoring program sponsored by the Rotary Club of Lancaster. This program was developed to give a select group of “at risk” inner-city youth an opportunity to learn a few skills from area business leaders. This mentoring of an 8th grader included spending time taking him to area events and supporting him by attending his basketball games, along with a station tour for the entire class to show them the employment opportunities that are available in a TV station.</p> <p>e) Our Meteorologists gave weather presentations to the following area schools:</p> <p>4/6/04 St Patrick School, York 5/7/04 Cedar Crest Middle School 5/20/04 Southern Elementary, Glenn Rock 9/22/04 Shippensburg University 10/12/04 Donegal Springs Elementary School 10/21/04 Landisville Intermediate Center 12/2/04 Lancaster Montesorri School 12/9/04 Hershey Christian School 12/16/04 Reidenbaugh Elementary, Manheim Township 12/21/04 St Annes Spiritual Center, Columbia 2/8/05 Biglerville Elementary School 2/24/05 Susquehanna Township Middle School 4/20/04 Wilson Southern Jr. High School</p>
14	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;	March 10, 2005 General Manager, Controller & Accounting Clerk attended PAB Seminar at the Hershey Lodge for “A Legal Guide to the FCC’s New EEO Rule & Policies for Broadcasters”
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.	WGAL sponsored a series of 8 Towne Meetings held in York, Lebanon, West Shore, Gettysburg, Carlisle, Lancaster, Chambersburg and Lewistown. In addition to the comments by the attendees, the audience was advised that descriptions of job openings and internship programs were available as well as a comment request form with lists of telephone, e-mail and regular addresses for all station managers. There were between 45 and 102 people in attendance at each meeting.

