

Annual EEO Public File Report

WLVT-TV

April 1, 2010 – March 31, 2011

This report contains the following information:

1. A list of all full-time vacancies filled by the station.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080{c}(1)(ii) of the FCC's rules, which are separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy.
4. Data reflecting the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the licensee's recruitment initiatives.

For the purposes of this Report, a vacancy was deemed "filled" when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

**Appendix 1 to
Annual EEO Public File Report Form**

Covering the Period from April 1, 2010 to March 31, 2011
Station WLVT-TV

Section 1: Vacancy Information

<u>Job Title</u>	<u>Recruitment Source of Hiree</u>	<u>Total Number of Interviewees from All Sources</u>
1. Senior Account Executive	WLVT.org	3
2. Senior Account Executive	WLVT.org	3
3. Videographer/Editor	WLVT.org	3

Total number of persons hired for reporting period 3

Total number of persons interviewed during applicable period 9

**Appendix 2 to
Annual EEO Public File Report Form**

Covering the Period from April 1, 2010 to March 31, 2011
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Section 2: Recruitment Source Information

Source	Total Number of Interviewees from Source	Source used for Job #
(A) Allentown NAACP PO Box 9418 Allentown, PA 18105 610-780-9903 Daniel C. Bosket		ALL
(B) CareerLink of the LV 1601 Union Blvd. Lehigh Valley, PA 18002 610-439-1123 Raymond E. Spencer		ALL
(C) Council of Spanish Speaking Organizations of LV, Inc. 520-526 East 4 th Street Bethlehem, PA 18015 610-694-5448		ALL
(D) East Stroudsburg University 200 Prospect Street East Stroudsburg, PA 18301 570-422-3219 Dennis B. Steigerwalt, PhD		ALL
(E) Lafayette College 201 Hogg Hall Easton, PA 18042 610-330-5531 Rochelle Croize		ALL
(F) Lehigh Valley CareerLink-Easton 220 Ferry Street Easton, PA 18042 610-250-1708 Curt Evans		ALL
(G) Penn State Lehigh Valley 8380 Mohr Lane Fogelsville, PA 18051		ALL

610-285-5002 Debi Swarner		
(H) The Morning Call Newspaper 101 N. Sixth Street Allentown, PA		ALL
(I) TVJOBS.com Website		ALL
(J) WLVT.org Website	ALL	ALL

**Appendix 3 to
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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WLVT-TV

- (1) WLVT-TV has an established internship program to assist members of the community to acquire skills needed for broadcast employment. In the reporting period, **twenty two** individuals were trained through this program.
- (2) Management Level personnel were trained in methods to ensure equal employment opportunity and preventing discrimination.
- (3) Management level employees spoke at Career Days to school groups and also to community groups on **thirty four** different occasions about careers in broadcasting.
- (4) Approximately **thirty five** station tours were conducted to various community groups such as The Cub Scouts encouraging careers in broadcasting.
- (5) Approximately **three** employees received ongoing training to increase their management and leadership skills.