

**FCC EEO Program Report  
WITF, Inc.**

*Narrative Statement*

WITF, Inc., licensee of noncommercial educational stations WITF-FM/TV in Harrisburg, Pennsylvania, is committed to providing equal employment opportunities and has achieved broad and inclusive outreach during the past two years in connection with its EEO program through its recruitment of full-time job vacancies and its completion of supplemental outreach activities.

As full-time job openings occur, WITF regularly utilizes a variety of recruitment sources in order to widely disseminate information about open positions and to seek qualified candidates for interviews. As indicated in its attached annual EEO public file reports, this includes sources such as: journalismjobs.com, National Association of Black Journalists, National Association of Hispanic Journalists, the Corporation for Public Broadcasting, the Sunday Patriot News, Pennlive, the Public Media Journalists Association, Asian American Journalists Association, BlackJobs.com, HispanicJobs.com, the WITF website, and others.

In addition to its established recruitment procedures for open positions, WITF regularly undertakes several non-vacancy-specific outreach activities to supplement its EEO efforts. During the past two years, these activities have included: training as to methods of ensuring equal employment opportunities and preventing discrimination; community events designed to inform and educate members of the public as to employment opportunities in broadcasting; participation in job fairs by station personnel; and an extensive student internship program.

WITF strives to foster a more inclusive environment through the goals it has set in a formal Diversity Statement. WITF strives to be a diverse, equitable, and inclusive organization. The WITF Diversity and Inclusion Committee works with the Director of Human Resources along with senior management to foster an employee experience that is rooted in Diversity, Equity and Inclusion principles by setting goals relating to identification and utilization of recruitment resources for the current and future recruitment of employees and interns and relating to seeking diverse candidates to apply for WITF's open positions. WITF considers applicants for all positions without regard to race, color, religion, creed, gender, age, national origin, disability, marital status, veteran status, sexual orientation, or any other legally protected status.

In sum, given the implementation of its position recruitment procedures, its completion of various supplemental outreach activities, and its efforts in support of its stated diversity goals and policies, WITF has been able to achieve broad outreach on employment matters in the past two years.