

EEO Public Inspection File Report
March 31, 2023

Period: This report covers the period from April 1, 2022, through March 31, 2023.

Station: The stations included in the Employment Unit covered by this Report are WZMQ-TV, EZMQ-TV*, Marquette, MI.

Contact Info:

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|--|--|
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| | Contact Person/Title: Robert Banks, Human Resources |
| | E-mail Address: rbanks@erienewsnow.com |

Vacancy-Specific Recruitment Information:

During the period covered by this report, the Employment Unit filled thirteen vacancies for full-time positions at the station. The following table presents information on those vacancies and the recruitment sources used to fill those vacancies. The alphabetical references in the table regarding recruitment sources refer to the lettered Recruitment Source List attached as Exhibit A to this report.

I,

Job Vacancies and Recruitment Information

| <u>Job Title</u> | <u>Recruitment Sources Utilized</u> | <u>Recruitment Sources of Interviewees (# of Interviewees)</u> | <u>Recruitment Source of Hire</u> |
|-------------------------|--|---|--|
| Multimedia Journalist | Y, V, d, e | Y-3 V-2 d-1 e-1 | V-2 d-1 e-1 |
| Meteorologist | Y,d,e | d-1 | d-1 |
| Anchor/Producer | Y,d,e | d-2 e-5 | d-1 |

| | | | |
|--------------------|---|-----|-----|
| Operations Manager | h | h-1 | h-1 |
| News Director | e | e-1 | e-1 |
| Assignment Editor | Y | Y-1 | Y-1 |

The following table summarizes the total number of job interviews during the reporting period and the referral sources for those interviewees.

| Interview Source | Number of Interviewees referred |
|------------------------------|---------------------------------|
| wzmq19.com/careers | 3 |
| www.Indeed.com | 5 |
| Northern Michigan University | 3 |
| LinkedIn | 6 |
| Facebook | 1 |
| | |
| | |
| | |
| | |
| | |

Total Interviews: 18

Employment Unit Outreach Efforts

The Employment Unit completed the following outreach activities during the reporting period covered by this report:

Group tours were also conducted during the reporting period. These groups included students from the following schools and groups:

1.Event Sponsored by Educational Institution.

January 2023, Brian Trauring twice visited communications classes at Northern Michigan University to discuss openings and recruitment efforts

2. Internship Program.

No interns for duration of reporting year

3. Event Designed to Disseminate Information about Broadcast Careers.

Brian Trauring attended the Michigan Association of Broadcasters Recruitment Fair in Lansing, MI on March 15, 2023

Exhibit A Employment Unit Recruitment Sources

- A. Erie Times News, 205 West 12 Street, Erie, PA 16354
- B. Frank Magid Associates, One Research Center, Marion, Iowa 52302
- C. Blaine Butler, butler@emerson.edu – Butler College
- D. Duquesne University – careerservices@duq.edu
- E. Gannon University – cdes@gannon.edu
- F. Grove City College – career@gcc.edu
- G. Indiana University of PA (IUP) – career-services@iup.edu
- H. John Carroll University – cmarco@jcu.edu
- I. Juniata College - info@juniata.edu (Handshake)
- J. Slippery Rock University – lisa.theodorson@sru.edu
- K. Mercyhurst College – bsheridan@mercyhurst.edu
- L. Penn State Erie – recruitbehrend@psu.edu
- M. Penn State New Kensington – xjs8@psu.edu
- N. Robert Morris University – broman@rmu.edu
- O. Saint Francis University – atercek@francis.edu
- P. Saint Vincent College – careers@email.stvincent.edu (Handshake)
- Q. St. John Fisher College – mcardin@sjfc.edu
- R. Tri-State Business Institute – tsbiamissions@tsbi.edu
- S. Edinboro University – CareerDevelopment@edinboro.edu (Handshake)
- T. University of Pittsburgh @ Johnstown – jcareers@pitt.edu
- U. Clarion University (Handshake)
- V. Northern Michigan University
- W. TVJobs – www.tvjobs.com
- X. Medialine – www.medialine.com
- Y. WZMQ website - <https://wzmq19.com/careers/>
- Z. Employee referrals
- a. Walk-in applicants
- b. Career Fair
- c. www.monster.com

- d. www.indeed.com
- e. www.linkedin.com
- f. The Jamestown Post-Journal
- g. The Times Observer
- h. www.facebook.com
- i. Former Employee
- j. Erie Branch NAACP dsmith-frazier@phcse.org
- k. Erie County Technical School eshaffer@ects.org
- l. Hispanic American Council aldiorg@hotmail.com
- m. California University of PA doppelhheuer@calu.edu
- n. Lilly Broadcasting website www.lillybroadcasting.com/career
- o. PAB website gponti@pab.org
- p. RTNDA
- q. Youtube

Note: None of these sources are entitled to vacancy notifications.