

EEO Public Inspection File Report
June 1, 2023- May 31, 2024

Period: This report covers the period from June 1, 2023, through March 31, 2024.

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

Contact Info:

Mailing Address: WZMQ-TV 3514 State Street Erie, PA 16508	Telephone Number: 814-454-5201
	Contact Person/Title: Anita Stefanelli, Human Resources
	E-mail Address: anitas@erienewsnow.com

Vacancy-Specific Recruitment Information:

During the period covered by this report, the Employment Unit filled three 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	e,Z,Y,n	e-7 Z-4 Y-1	e
Account Executive	Y,n,Z	Z-1	Z
Anchor/Producer	Y, Z	Y-1 Z-1	Y

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	2
LinkedIn	7
Employee Referrals	6

Total Interviews: 15

Employment Unit Outreach Efforts

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

1.Events Sponsored by Educational Institution.

September 23, 2023, Sarah Blakely spoke at Northern Michigan University to a PR class on how PR and news are related and job opportunities in News.

2. Internship Program.

We had 1 intern in our News Department. He worked with reporters and photographers learning about the daily duties of an MMJ.

3. Event Designed to Disseminate Information about Broadcast Careers.

August 28, 2023, Trent Bailey and Sarah Blakely attended the Northern Michigan University Fall Fest welcoming students back to campus where they had a booth to discuss job opportunities for students.

March 15, 2024, Trent Bailey and Sophia Murphy attended the MAB Foundation Media Career Fair during the Michigan Student Broadcast awards and met with interested attendees.

May 8, 2024, Trent Bailey and Sarah Blakely participated in a Career Day at Northern Michigan university for High school sophomores and juniors that were exploring different career paths.

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@sifc.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 aldior@hotmai.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.