

EEO Public Inspection File Report
June 1, 2024- May 31, 2025

Period: This report covers the period from June 1, 2024, through May 31, 2025.

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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Vacancy-Specific Recruitment Information:

During the period covered by this report, the Employment Unit filled two 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.

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, Y, Z	Z-2 e-6	Z

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

<u>Interview Source</u>	<u>Number of Interviewees referred</u>
LinkedIn	6
Employee Referrals	2
Total Interviews:	8

Employment Unit Outreach Efforts

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

1. Internship Program.

We had 2 interns in our News Department. They worked with reporters and photographers learning about the daily duties of an MMJ.

2. Events Designed to Disseminate Information about Broadcast Careers.

August 26, 2024, Kevin Hodge and Kenn Baynard had a booth at the Northern Michigan University Annual Fall fest for the opportunity to meet with students as they networked with area businesses for a Career Fair.

April 25, 2025, Northern Michigan students held a “media crawl” traveling to 3 news stations in the area. Seven students toured WZMZ where Kevin Hodge, Kenn Baynard, and Trevor Forsythe detailed work environment and overall operations of the station.

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.