

EEO Public Inspection File Report
June 1, 2025- May 31, 2026

Period: This report covers the period from June 1, 2025, through May 31, 2026.

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 one vacancy for a full-time position at the station. The following table presents information on that vacancy and the recruitment sources used to fill that vacancy. 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>
Sales Executive	c,d,k,Y	c	c

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
Indeed	4
Total Interviews:	1

Employment Unit Outreach Efforts

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

Community Media Mentoring and Career Outreach

John Truitt, a newscaster with WZMQ, began volunteering during this reporting period with 818 Media, an all-volunteer journalism and leadership program operated through the Upper Peninsula Children's Museum. The program provides youth ages 8–18 with hands-on experience in electronic and print journalism, reporting, media production, and leadership development. Participants produce stories and commentaries for local media outlets, providing exposure to careers in broadcasting and journalism. Mr. Truitt's volunteer involvement is ongoing and will continue beyond this reporting cycle as part of the station's community outreach and career education efforts.

Group Station Tour and Career Outreach Event

October 21, 2025, Representatives from WZMQ hosted approximately 15 students and parents from the Escanaba Homeschoolers Group for an educational station tour and career outreach event. Attendees toured the studio, newsroom, and control room, where station staff explained daily broadcast operations and discussed careers in television and media. Staff members also conducted a question-and-answer session with students and parents regarding newsroom responsibilities, production workflows, and broadcasting opportunities. Participants observed a live show production, and the students were invited to appear on-air during the closing segment of the program

Internship Program

WZMQ hosted one intern in the News Department as part of its ongoing educational and career outreach efforts. The intern received hands-on experience working in the control room and was introduced to additional career opportunities and operational areas within the station, including broadcast production and newsroom functions.

Participation in Job Fair and Broadcast Career Outreach

April 29, 2026, Kevin Hodge, News Director for WZMQ, attended a job fair at Marquette Senior High School. During the event, held from 12:00 p.m. to 2:00 p.m., students visited booths hosted by various organizations and employers. Mr. Hodge spoke with students about careers in broadcasting, newsroom operations, and employment opportunities within the television industry.

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
- S. Penn West 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.indeed.com
- d. www.linkedin.com
- e. www.facebook.com
- f. Former Employee
- g. Erie Branch NAACP dsmith-frazier@phcse.org
- h. Erie County Technical School eshaffer@ects.org
- I. Hispanic American Council aldiorg@hotmail.com
- j. California University of PA doppelhheuer@calu.edu
- k. Lilly Broadcasting website www.lillybroadcasting.com/career
- l. PAB website gponti@pab.org
- m. RTNDA
- n. YouTube

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