

**EEO Public Inspection File Report**  
**March 31, 2021**

**Period:** This report covers the period from April 1, 2020 through March 31, 2021.

**Station:** The stations included in the Employment Unit covered by this Report are WICU-TV, WICU-FM\*, Erie, PA.

**Contact Info:**

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**Vacancy-Specific Recruitment Information:**

During the period covered by this report, the Employment Unit filled five 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**

<b><u>Job Title</u></b>	<b><u>Recruitment Sources Utilized</u></b>	<b><u>Recruitment Sources of Interviewees # of Interviewees)</u></b>	<b><u>Recruitment Source of Hire</u></b>
Multimedia Journalist Economic Hardship	B,E,F,H-L,O,P,S,U- W,Y,d,i-n	1-i, 1-Y	1-i
Multimedia Journalist	B,E,F,H-L,O,P,S,U- W,Y,Z,d,i-n	1-i, 6-B,1-Z,1-Y	1-Y,1-B,1-i
Meterologist	B,E,F,H-L,O,P,S,U- W,Y,d,i-n	2-B,1-d,1-L	1-d

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
<a href="http://www.erienewsnow.com">www.erienewsnow.com</a>	2
www.Indeed.com	1
www.TvJobs.com	
www.Linkedin.com	
Employee Referrals	1
Penn State	1
Former Intern	2
Frank Magid	8

Total Interviews: 15

### **Employment Unit Outreach Efforts**

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

#### **1.Event Sponsored by Educational Institution.**

October 7, 2020 MMJ's Elspeth Mizner and Haley Potter did an open presentation/discussion with an intro into Journalism class at Edinboro University

December 14, 2020 News Director, Scott MacDowell spoke with Mike Igo, Professor at Fredonia State about professions in the TV industry.

January 25, 2021 News Director, Scott MacDowell spoke to Mike Spong by zoom for his Journalism Class at St. Bonaventure.

March 25, 2021 News Director, Scott MacDowell spoke with a group (virtually) at Fredonia State about careers in Journalism

#### **2. Internship Program.**

Due to the Pandemic we did not have interns this year.

### **3. Event Designed to Disseminate Information about Broadcast Careers.**

October 20, 2020 John Lydic, Sports Director attended a Virtual Career Day at Crawford County Career & Technical Center.

September 23, 2020 Juntwillis Sanders and Haley Drumheller from Sales attended the virtual Career Fair at Penn State Behrend.

March 23, 2021 Scott MacDowell, News Director, attended the virtual Buffalo Broadcasters Association Job Fair

#### **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](mailto:butler@emerson.edu) – Butler College
- D. Duquesne University – [careerservices@duq.edu](mailto:careerservices@duq.edu)
- E. Gannon University – [cdes@gannon.edu](mailto:cdes@gannon.edu)
- F. Grove City College – [career@gcc.edu](mailto:career@gcc.edu)
- G. Indiana University of PA (IUP) – [career-services@iup.edu](mailto:career-services@iup.edu)
- H. John Carroll University – [cmarco@jcu.edu](mailto:cmarco@jcu.edu)
- I. Juniata College - [info@juniata.edu](mailto:info@juniata.edu) (Handshake)
- J. Slippery Rock University – [lisa.theodorson@sru.edu](mailto:lisa.theodorson@sru.edu)
- K. Mercyhurst College – [bsheridan@mercyhurst.edu](mailto:bsheridan@mercyhurst.edu)
- L. Penn State Erie – [recruitbehrend@psu.edu](mailto:recruitbehrend@psu.edu)
- M. Penn State New Kensington – [xjs8@psu.edu](mailto:xjs8@psu.edu)
- N. Robert Morris University – [broman@rmu.edu](mailto:broman@rmu.edu)
- O. Saint Francis University – [atercek@francis.edu](mailto:atercek@francis.edu)
- P. Saint Vincent College – [careers@email.stvincent.edu](mailto:careers@email.stvincent.edu) (Handshake)
- Q. St. John Fisher College – [mcardin@sjfc.edu](mailto:mcardin@sjfc.edu)
- R. Tri-State Business Institute – [tsbiamissions@tsbi.edu](mailto:tsbiamissions@tsbi.edu)
- S. Edinboro University – [CareerDevelopment@edinboro.edu](mailto:CareerDevelopment@edinboro.edu) (Handshake)
- T. University of Pittsburgh @ Johnstown – [jcareers@pitt.edu](mailto:jcareers@pitt.edu)
- U. Clarion University (Handshake)
- V. Washington & Jefferson College – [rcross@washjeff.edu](mailto:rcross@washjeff.edu) (Handshake)
- W. TVJobs – [www.tvjobs.com](http://www.tvjobs.com)
- X. Medialine – [www.medialine.com](http://www.medialine.com)
- Y. WICU website - [www.erienewsnow.com](http://www.erienewsnow.com)

- Z. Employee referrals
- a Walk-in applicants
- b Career Fair
- c [www.monster.com](http://www.monster.com)
- d. [www.indeed.com](http://www.indeed.com)
- e [www.linkedin.com](http://www.linkedin.com)
- f. The Jamestown Post-Journal
- g. The Times Observer
- h [www.facebook.com](http://www.facebook.com)
- i Former Intern
- j Erie Branch NAACP [dsmith-frazier@phcse.org](mailto:dsmith-frazier@phcse.org)
- k Erie County Technical School [eshaffer@ects.org](mailto:eshaffer@ects.org)
- l Hispanic American Council [aldiorg@hotmail.com](mailto:aldiorg@hotmail.com)
- m California University of PA [doppelhheuer@calu.edu](mailto:doppelhheuer@calu.edu)
- n Lilly Broadcasting website [www.lillybroadcasting.com/career](http://www.lillybroadcasting.com/career)

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