

EEO Public Inspection File Report
March 31, 2020

Period: This report covers the period from April 1, 2019 through March 31, 2020.

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

Contact Info:

Mailing Address:	Telephone Number: 814-454-5201
WSEE-TV 3514 State Street Erie, PA 16508	Contact Person/Title: Lori Frauenknecht, Controller
	E-mail Address: Lorif@erienewsnow.com

Vacancy-Specific Recruitment Information:

During the period covered by this report, the Employment Unit filled four 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>
Digital Content Producer	X	1-X	X
Multimedia Journalist	B-V,X,c,d	12-X, 2-c, 2-d	X
News Photojournalist	D-Q,S-U,V,X,c	1-c	c
Creative Svc Director	V,X,c,d	1-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
www.erienewsnow.com	13
www.Indeed.com	4
www.TvJobs.com	
www.Linkedin.com	2
www.facebook.com	
Employee Referrals	
Career Fairs	

Total Interviews: 19

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.

April 5th, 2019 Mike Ruzzi hosted Journalism day at Edinboro University.

April 16th, 2019 Sports Reporter, John Lydic attended the Career Workshop at Waynesburg University.

May 24th, 2019 Mike Ruzzi attended career day at Meadville Middle School

July 10th, 2019 Lisa Gordon received the Media Award from Erie County Historical Society

October 17th, 2019 John Lydic attended Career Day at RB Wiley

November 2nd, 2019 News Director Scott MacDowell along with anchors Kara Cacchione, Mark Soliday and David Wolter attended Communications Day at St. Bonaventure.

November 7th, 2019 Lisa Gordon hosted live stream interview with Paul McNulty-
President of Grove City College

November 7th, 2019 News Director Scott MacDowell attended Career Fair at
Harborcreek High School

February 11th, 2020 Mike Ruzzi appeared on WQLN radio talking about the
history of the station – 70 years.

February 22, 2020 Emily Matson attended Career Day at Erie High School and
had 3 students from that school do job shadows

March 2nd, 2020 John Stehlin spoke to children at Lincoln Elementary about
weather and what it takes to become a weather forecaster

March 4th, 2020 Amanda Post conducted mock interviews at IUS – Student in the
Workplace

Amanda Post attended Career Days at Conneaut Lake Elementary School and
Union City High School.

2. Internship Program.

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

During this time we had five students job shadow the News Department. They
were attendees at the following schools:

- Erie High School
- PA Cyber School
- Union City High School
- General McLane

3. Event Designed to Disseminate Information about Broadcast Careers.

November 2nd, 2019 Scott MacDowell, News Director attended Buffalo
Broadcasters Job Fair

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

April 4, 2019 Group of 20 students from Collegiate Gifted Program

April 11, 2019 Group of 15 students from Charter School of Excellence Industry Club

April 16, 2019 Harborcreek High Communication Class – 18 students

3 different groups from Fairview Elementary School approximately 45 Students November 11th, 18th and 25th, 2019

February 5th, 2020 Strong Vincent Life Skills class 29 students and 11 staff

March 20th, 2020 Girard High School media class 18 students

For these group members it is a chance to see a working news operation and learn more about the careers that exist at a television 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
- 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
- Q. St. John Fisher College – mcardin@sjfc.edu
- R. Tri-State Business Institute – tsbiamissions@tsbi.edu
- S. Edinboro University – CareerDevelopment@edinboro.edu
- T. University of Pittsburgh @ Johnstown – jcareers@pitt.edu
- U. Washington & Jefferson College – rcross@washjeff.edu
- V. TVJobs – www.tvjobs.com
- W. Medialine – www.medialine.com
- X. WSEE website - www.erienewsnow.com

- Y. Employee referrals
- Z Walk-in applicants
- a Career Fair
- b www.monster.com
- c. www.indeed.com
- d www.linkedin.com
- e. The Jamestown Post-Journal
- f. The Times Observer
- g. www.facebook.com

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