

AMENDED EEO Public Inspection File Report
March 31, 2023

Period: This report covers the period from April 1, 2022 through March 31, 2023.

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 thirteen 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.

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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	Y,b,d,n	7-Y 2-Z 5-d 1-b	2-Z 2-d 2-Y 1-b
News Photojournalist	Y,b,d,n	1-b 1-Z	1-Z 1-b
Meteorologist	Y,Z,d,n	2-Y 1-Z 2-d	1-Z 1-d

Marketing Coordinator	E,F,H,I,K,P,Y,Z,d,m,n	1-Y 1-Z	1-Z
Morning Anchor	d	1-Z 3-d	1-Z

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	10
www.Indeed.com	10
Career Fair	2
Employees Referrals	6

Total Interviews: 28

Employment Unit Outreach Efforts

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

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

September 21st, 2022	Students from Northwestern High School
September 29th, 2022	Students from Charter School of Excellence
January 18th, 2023	Students from Franklin Jr and Sr High School
February 15th, 2022	High School Students from Perseus House

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.

1.Event Sponsored by Educational Institution.

October 11th, 2022 John Lydic spoke to students in the inner-city schools in Phoenix, AZ about careers in TV broadcasting.

April 7th, 2022 Sara Tonks spoke to students at the Perseus House Charter School about careers in meteorology and science.

April 13th, 2022 Sara Tonks spoke to students at First District Elementary School about weather safety and science.

April 28th, 2022 Sara Tonks discussed weather history with students at Beaty Warren Middle School.

May 20th, 2022 Sara Tonks spoke to students at Eisenhower Middle School about weather science and safety.

June 29th, 2022 Sara Tonks spoke to students at Conneaut Valley Elementary School about weather science.

July 12th, 2022 Sara Tonks spoke to High School students at Penn State Behrend about careers in meteorology.

December 1, 2022 Sara Tonks spoke to Warren Area High School students about meteorology school and the importance of forecasting.

October 31st, 2022 Matt Filippi (sales manager) did a zoom meeting for IUP Professional Careers about careers in broadcasting.

April 13th, 2022 John Lydic spoke to a class at Mercyhurst University about life in television news.

May 15th, 2022 Scott MacDowell (news director) spoke at Fredonia State about careers in broadcasting.

September 18th, 2022 Scott MacDowell spoke at St. Bonaventure University about careers in broadcasting

March 1st and 2nd, 2023 Scott MacDowell spoke at Ithaca College about careers in TV broadcasting.

February 24th, 2023 Emily Matson attended Erie High career day

2. Internship Program.

We had five interns in our News Department. They worked with reporters and photographers learning the daily duties of an MMJ, sports reporter and news production.

We had one intern in the engineering department from Mercyhurst University working in the IT department.

We had five students job shadow, two in the Sports Department, one following our Meteorologist and two in the News Department.

3. Event Designed to Disseminate Information about Broadcast Careers.

Scott MacDowell attended the Buffalo Broadcasters Job Fair April 23, 2022

April 19th, 2022 Sara Tonks spoke to Cub Scout Pack 9 about weather history and interesting weather events.

June 17th, 2022 Sara Tonks spoke to Cub Scouts at Kinzua Summer Camp about weather safety for outdoors.

June 30th, 2022 Sara Tonks spoke to children at Asbury Woods Summer Camp about how weather and climate control plants.

July 16th, 2022 Sara Tonks spoke to children at Zoo Day about weather forecasting.

August 18th, 2022 Sara Tonks spoke to children at Asbury Woods Summer Camp about how animals are impacted by weather.

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 Washington & Jefferson College – rcross@washjeff.edu (Handshake)
 W TVJobs – www.tvjobs.com
 X Medialine – www.medialine.com
 Y WICU website - www.erienewsnow.com
 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.