

EEO Public Inspection File Report
March 31, 2016

Period: This report covers the period from January 21, 2015 through March 31, 2016.

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

Vacancy-Specific Recruitment Information:

During the period covered by this report, the Employment Unit had seven 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>
Accounting Professional	A, C-Z, c,i	j	j
Advertising Sales	A, C-Z, c,i	A-3, j-1, k-4	
Assistant Business Mgr	A, C-Z, c,d,i,	A-3, d-3, e-1	A
Producer	A, C-Z,a,c-i	j-1, P-1, T-1, e-1	e
Graphics	C-Z, a,c-i	Q-1, f-1, e-1,Y-2, j-1	e-1, Y-2, f-1
Photojournalist	A,C-Z, a,c-i	e-1, d-1, b-2	b-1, d-1
Technical Director	A,C-Z, a,c-i		
Meteorologist	A-Z, a-i	Q-1, d-1, b-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
www.erienewsnow.com	5
Monster	4
Erie Times News	6
Penn State	2
Employee Referral	4
WICU/WSEE TV ad	4
Edinboro University	2
Robert Morris College	1
Mercyhurst University	1
Walk-in	1
TV Jobs	3

Total Interviews 33

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.

On-air personalities made 7 separate appearances to read to elementary school children as part of the Read Across America program, which took place in different schools mostly in the Erie School District. The event honors the anniversary of the birthday of Dr. Seuss.

Meteorologist Geoff Cornish spoke to students at 12 public schools about how weather is forecasted and how computers aid in that forecasting.

Station personnel participated in three job fairs at local colleges in the time frame, two at Penn State Erie and a third at Mercyhurst University. Participants spoke to students about any potential job openings and internships requirements. Resumes were taken when offered and lists were made of potential internship candidates.

2. Internship Program.

One intern was hired in our graphics department to gain experience with creating commercials and promotions.

Four interns were hired to gain experience and perhaps a performance tape and get a better feel for working in the business. All four proved to be successful experiences. Hired one as a New Producer

Had two interns in our Sales Department, to learn about Marketing TV.

3. Event Designed to Disseminate Information about Broadcast Careers.

Ten group tours were also conducted during the reporting period. These groups included church groups, Boy Scouts, Cub Scouts and students from area schools. 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. Boy Scouts also used the experience toward merit badges in learning about a career.

Three newsroom anchors travelled to Edinboro University to speak to journalism majors about what training would be needed to be successful in a career in broadcast journalism.

One newsroom employee hosted an outreach dinner for Grove City College.

Two newsroom employees travelled to Edinboro University to speak with Public Relations Student Society about television career opportunities.

One newsroom employee spoke to Penn State Erie students about broadcast careers.

Five employees participated in Career Fairs at local high schools.

The Employment Unit completed the required number of outreach activities over the relevant period.

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. Booker T Washington Center – wjeffress@btwcenter.org
- E. Duquesne University – careerservices@duq.edu
- F. Erie Branch NAACP – dsmith-frazier@phcse.org
- G. Erie County Technical School – eshaffer@ects.org
- H. Gannon University – cdes@gannon.edu
- I. Grove City College – career@gcc.edu

- J. Hispanic American Council – aldiorg@hotmail.com
- K. Indiana University of PA (IUP) – career-services@iup.edu
- L. John Carroll University – cmarco@jcu.edu
- M. Juniata College - info@juniata.edu
- N. Kristine Doppelheuer – doppelheuer@calu.edu
- O. Slippery Rock University – lisa.theodorson@sru.edu
- P. Mercyhurst College – bsheridan@mercyhurst.edu
- Q. Penn State Erie – recruitbehrend@psu.edu
- R. Penn State New Kensington – xjs8@psu.edu
- S. Pittsburgh Technical Institute – careerservices@pti.edu
- T. Robert Morris University – broman@rmu.edu
- U. Saint Francis University – atercek@francis.edu
- V. Saint Vincent College – careers@email.stvincent.edu
- W. St. John Fisher College – mcardin@sjfc.edu
- X. Tri-State Business Institute – tsbiamissions@tsbi.edu
- Y. Edinboro University – CareerDevelopment@edinboro.edu
- Z. University of Pittsburgh @ Johnstown – jcareers@pitt.edu
- a. Washington & Jefferson College – rcross@washjeff.edu
- b. TVJobs – www.tvjobs.com
- c. Medialine – www.medialine.com
- d. WSEE website – www.erienewsnow.com
- e. Employee referrals
- f. Walk-in applicants
- i. Career Fair
- j. www.monster.com
- k. WICU/WSEE TV ad

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