

ANNUAL EEO PUBLIC FILE REPORT
WJET-TV
April 1, 2015 through March 31, 2016

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WJET-TV

The information contained in this Report covers the time period beginning April 1, 2015 to and including March 31, 2016 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) (2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from April 1, 2015 through March 31, 2016

Station(s) Comprising the Station Employment Unit: WJET-TV

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	News Videographer	5/3/2015	B	5	A-L; N-U; X
2	Account Executive	6/1/2016	A	6	A-G; I-L; N-U; X
3	News Reporter	6/29/2015	V	3	A-L; N-R; T; V; X
4	News Assignment Editor	9/9/2015	V	3	A-G; I-L; N-R, T-V, X
5	Graphic Designer	9/14/2015	F	5	A-G, I-R, T-U, X
6	Meteorologist	10/6/2015	H	3	A-L, N-R, T, U, W, X
7	Local Sales Manager	11/15/2015	A	4	A-R, T-V, X, Y
8	Technical News Director	11/29/2015	B	5	A-R, T-V, X
9	Account Executive	1/11/2016	F	8	A-G, I-R, T, U, V, X
10	Digital Account Executive	2/8/2016	D	4	A-G, I-R, T, V, X
11	Administrative Assistant/National Sales Assoc.	2/15/2016	M	11	A-G, I-R, T, V, X
12	News Reporter	3/1/2016	M	8	A-R, T-V, X

Total Number of Persons Interviewed During Applicable Period: 65

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2015 through March 31, 2016

Station(s) Comprising the Station Employment Unit: WJET-TV

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Station Website YourErie.com/YourErie.biz	Jeff Biletnikoff, Michael Miller	8455 Peach Street, Erie, PA 16509	814-860-2400	N	5
B	Internal Posting	None	8455 Peach Street, Erie, PA 16509	814-864-2400	N	6
C	Nexstar.tv	Hire Centric, HR SMART, Atty. Terri Bush	545 E. John Carpenter Freeway, Irving, TX 75062	972-373-8800	N	6
D	PA Career Link of Erie County/Job Gateway	Luis Sepulveda, Joe Miceli	155 West 8 th Street, Erie, PA 16501	814-455-9966	N	3
E	Erie Times Newspaper	Joe Viera	205 West 12 th Street, Erie PA 16534	814-456-7021	N	4
F	Monster.com/goerie.com	Joe Viera	Website	814-456-7021	N	16
G	Greater Erie Community Action Committee (GECAC)	Bettie Vincent	18 West 9 th Street, Erie, PA 16501	814-459-4581 456-0161 (fax)	N	0
H	TV Jobs.com	Mark Holloway	Website	800-374-0119	N	7
I	Booker T. Washington Center	Shantel Hilliard	1720 Holland Street, Erie, PA 16503	814-453-5744 453-5749 (fax)	N	0

J	Erie County Technical School	Elaine Shaffer	8500 Oliver Road, Erie, PA 16509	814-464-8600 464-8625 (fax)	N	0
K	Multi Cultural Community Resource Center	Joanna Cherpak	554 East 10 th Street, Erie, PA 16503	814-455-0212 453-2363 (fax)	N	0
L	Mercyhurst University	Frank Rizzone	501 E. 38 th Street Erie, PA 16546	814-869-7438	N	0
M	Indeed.com	None	Website	None	N	6
N	Fortis Institute	Destiny Carter	5757 West 26 th Street Erie, PA 16506	814-838-7673	N	1
O	Penn State Erie/Behrend College	Tracy Bishop	4701 College Drive Erie, PA 16563	814-896-6000	N	0
P	Gannon University	Janet Armbruster	109 University Square Erie, PA 16541	814-871-9000	N	0
Q	Allegheny College	Jim Fitch	454 N. Main Street Meadville, PA 16335	814-332-3100	N	0
R	Erie Institute of Technology	Quentin Taraszewski, Craig Cook	940 Millcreek Mall Erie, PA 16565	814-868-9900	N	0
S	Craigslist.com	None	Website	None	N	0
T	Laurel Technical Institute	Nicole Grinnell	847 N. Main St., Suite 204, Meadville, PA 16335	814-724-0700	N	0
U	Pennsylvania Association of Broadcasters	Gail Ponti	Website; 8501 Paxton St. Hummelstown, PA 17036	717-482-4820	N	2
V	Referral	None	None	None	N	9

W	Medialine	Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073	N	0
X	Edinboro University	Dr. Jody Gallagher	405 Scotland Road, Frank G. Pogue Student Center, Suite 211, Edinboro, PA 16444	814-732-1269	N	0
Y	MediaRecruiter.com	Art Scott	9457 So. University Blvd. #303 Highlands Ranch, CO 80126	303-400-5150	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2015 through March 31, 2016

Station(s) Comprising the Station Employment Unit: WJET-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WJET-TV

	Recruitment Initiative	Description
1	Participation in at least four job fairs by station personnel who have substantial responsibility for hiring decisions	On May 21, 2015, the station’s News Director, Director of Sales, Promotion/Production Manager and Local Sales Manager participated in the Pennsylvania Career Link’s Erie County Career Fair held at the Zem Zem Shrine Club. They met with prospective candidates and discussed potential career opportunities at the local station, local station internship opportunities and within our company at sister stations across the United States.
2	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions	On March 18, 2016, the station’s News Director participated in the Job Expo Communications Internship/Career Fair, Penn State College of Communications, held at Penn State University, University Park, PA. He spoke with students about local internships, career opportunities at the local station and within our company at sister stations across the United States.
3	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The station has an established internship program designed towards students that allow them to attain practical skills for broadcast employment in the functional areas of operation including News, Weather and Sports departments. During this reporting period the station provided internship and job shadowing opportunities to 17 university, college and high

		<p>school students as follows:</p> <ul style="list-style-type: none"> 1 student from Penn State Behrend-summer term; 2 students from Penn State Behrend-spring term; 1 student from Syracuse University-summer term; 1 student from Gannon University-summer term; 1 student from Mercyhurst University-fall term; 1 student from Edinboro University-winter term; 1 student from Edinboro University-summer term; 1 student from Point Park University-summer term; 1 student from Waynesburg University-summer term; 1 student from Ohio University-summer term; 1 student from Kent State University-spring term; 3 students from Fort LeBoeuf High School-job shadow; 2 students from Walnut Creek Middle School-job shadow
4	Participation in scholarship program designed to assist students interested in pursuing a career in broadcasting	The station participates in a scholarship program with Edinboro University of Pennsylvania directed towards students interested in a career in broadcasting. This is done through a monetary donation.
5	Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities	WJET airs a commercial created to promote recruitment for the station. This commercial targets associations interested in receiving notifications of station vacancies.