

WJET-TV, WFXP-TV

Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WJET-TV, WFXP-TV and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning April 1, 2007 to and including March 31, 2008 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that is 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 source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new 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 numbers listed in Appendix 2 under the column entitled “Full-Time Positions for Which This Source Was Utilized” refer to the number of the full-time positions listed in Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone, or by e-mail.

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Covering the Period April 1, 2007 to March 31, 2008

Stations Comprising Station Employment Unit: WJET-TV, WFXP-TV

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Full- Time Position Filled	Recruitment source of Hiree	Total Number of Interviewees from All Sources for This Position
1	New Media Manager	4/2/2007	employee referral	5
2	Reporter	5/3/2007	employee referral	6
3	Reporter	5/9/2007	TV Jobs.com	6
4	Creative Services Manager	7/9/2007	employee referral	5
5	Marketing Sales Consultant	7/9/2007	employee referral	9
6	Marketing Sales Consultant	7/16/2007	YourErie.com	9
7	Graphic Artist	7/23/2007	employee referral	8
8	Commercial Producer	8/27/2007	Craigslist.com	5
9	Sports Reporter	8/20/2007	TV Jobs.com	6
10	Local Sales Manager	8/27/2007	outside referral	12
11	Photographer	8/29/2007	Internal posting	6
12	Accounts Receivable / HR clerk	9/4/2007	employee referral	5
13	Reporter	9/26/2007	TV Jobs.com	4
14	Director of Sales	10/5/2007	employee referral	8
15	Sales Assistant	9/26/2007	Erie Time News	12
16	Marketing Sales Consultant	11/19/2007	employee referral	9
17	Producer	12/3/2007	Internal posting	7
18	Producer	12/27/2007	Internal posting	7
19	Producer	12/30/2007	Internal posting	7
20	Technical Director	2/4/2008	Internal posting	4
21	Marketing Sales Consultant	2/26/2008	employee referral	4
22	Meteorologist	3/10/2008	TV Jobs.com	3

Total Number of Persons Interviewed During Applicable Period:

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Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Provided During this Period (If Any)	Full-Positions for Which this Source Was Utilized
A	Erie Times-News 205 West 12th Street Erie, Pa 16534 814-456-7021 Contact: Classifieds	14	22
B	GoErie.com 205 West 12th Street Erie, Pa 16534 814-456-7021 Contact: Classifieds	14	22
C	TVJOBS.com P.O. Box 4116 Oceanside, Ca 92052 800-374-0119 Contact: Mark Holloway	21	9
D	WJETTV.com RR 6 Box 456 Bloomfield, In 47424 812-384-8087 Contact: Christi Sommerlot	1	1
E	YourErie.com 8455 Peach Street Erie, Pa 16509 814-860-5672 Contact: Melissa Karotka	11	20
F	Nexstar Corp Web Site 909 Carolyn Pkwy Suite 1450 Irving, Tx 75039 972-373-8800 Contact: Vickie Ray		20
G	Internal Posting 8455 Peach Street Erie, Pa 16509 814-864-2400 Contact: Various	19	15
H	Spots n Dots ads@spotsndots.com Contact: Various	1	3
I	Mercyhurst College E. 38th Street Erie Pa 814-869-7438 Contact: Jodi Hopper	1	1
J	Craigslist.org	2	2
K	Television Week classifieds@tvweek.com 323-370-2412 Contact: Patrick Doyle		1
L	TV Spy jobs@tvspy.com		1
M	TV News Day 238 Crosshill Rd. Wynnewood, Pa 19096 610-649-7989 Contact: Kathy Haley		1
N	TV Business 4359 S. Howell Ave. Ste 201 Milwaukee, WI 53207 414-482-2638 Contact: Jack Daniels		1
O	Employee Referral	30	7
P	Outside Referral	4	6

* Indicates sources that have requested notification of job openings.

Appendix 3 to

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

WJET/WFXP station personnel with substantial responsibility for hiring participated in the following job fairs.

October 2007 - Ohio University Communication Career Connection

November 2007 - Mercyhurst College Job Fair

March 2008 - Penn State University Job Fair

WJET/WFXP have internship programs in the Sales, News, and Creative Services Departments.

News Department has had 7 interns over the reporting period - Penn State Behrend student - 5/08 - 8/07; Syracuse University student summer 2007; Clarion University student summer 2007; Penn State University student summer 2007; Grove City College student Fall/Winter 2007; Fredonia State University student Fall/Winter 2007; Mercyhurst College student Winter/Spring 2008

WJET Sales has had 4 interns over the reporting period - Mercyhurst College student 4/07 - 5/07; Penn State Behrend student 5/07 - 8/07; Edinboro University student 9/07 - 5/08; Mercyhurst College student 2/08 - 5/08

Creative Services has had 3 interns over the reporting period - Mercyhurst College student 7/07 - 9/07; EIT student 1/08 - 3/08; Mercyhurst College student 3/08 - 5/08

The WJET/WFXP team of Meteorologists conduct visits and talks at schools and community centers with participants ranging in age from pre-school to college level and adult and senior groups. There have been 65 such visits and talks during the current reporting period.

WJET/WFXP have hosted 35 tours of the station over the reporting period. The groups range in age from pre-school to college level and adult and senior groups. The groups learn about the facility, careers, and observe a live news broadcast. Participants are encouraged to ask question of the staff about their job duties and responsibilities.

WJET/WFXP participates in a scholarship program with Edinboro University of Pennsylvania directed towards student interested in a career in broadcasting.

WJET/WFXP participate in a Public Service Announcements program aimed at reaching potential job candidates through community groups. Community groups are encouraged to contact the station if they would like to receive vacancy information to be passed on to the individuals they serve.