

## 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, 2008 to and including March 31, 2009 (the “Applicable Period”).

The FCC’s 2002 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 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.



Appendix 2 to

Annual EEO Public Report

Covering the Period April 1, 2008 to March 31, 2009

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

**Section 2: Recruitment Source Information**

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Provided During this Period (If Any)</b>	<b>Full-Positions for Which this Source Was Utilized</b>
A	Erie Times-News 205 West 12th Street Erie, Pa 16534 814-456-7021 Contact: Classifieds	6	9
B	GoErie.com 205 West 12th Street Erie, Pa 16534 814-456-7021 Contact: Classifieds	9	6
C	TVJOBS.com P.O. Box 4116 Oceanside, Ca 92052 800-374-0119 Contact: Mark Holloway	11	7
E	YourErie.com 8455 Peach Street Erie, Pa 16509 814-860-5672 Contact: Melissa Karotka	11	12
F	Nexstar Corp Web Site 909 Carolyn Pkwy Suite 1450 Irving, Tx 75039 972-373-8800 Contact: Phil Reyna	1	6
G	Internal Posting 8455 Peach Street Erie, Pa 16509 814-864-2400 Contact: Various	10	12
H	Spots n Dots ads@spotsndots.com Contact: Various		1
I	Mercyhurst College E. 38th Street Erie Pa 814-869-7438 Contact: Frank Rizzone		5
J	Talent Dynamics Agency	1	1

O	Employee Referral	2	3
P	Outside Referral	2	2
P	Erie Business Center 252 West 11 St Erie, PA 814-879-0992 Contact: Michele Coon		5
P	Erie Institute of Technology 940 Millcreek Mall Erie, PA 814-868-9000 Jamie Murphy, Marie Whipple, Dan Albaugh		4
P	Gannon University 109 University Sq. Erie, PA 814-871-9000 Janet Armbruster	1	4
P	Tri State Business Inst. 575 west Ridge Road Erie, PA Destiny Lamantti 815-838- 7673		4
P	Penn State Erie/Behrend Career Development Team Carol Capen 814-898-6000	1	5
P	www.state.pa.us Joe Miceli		3
P	www.careerbuilder.com	1	1
P	GECAC 18 West 9th Street, Erie PA Bettie Vincent 814-459- 4581		3
P	<u>Penn State University Main Job Fair</u>	2	3
P	PA State System of Higher Education www.collegecentral.com		2

\* Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public Report

Covering the Period April 1, 2008 to March 31, 2009

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

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

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

November 2008 - Mercyhurst College Job Fair

March 2009 - Penn State University Job Fair

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

News Department has had 7 interns over the reporting period - Mercyhurst College student Spring Semester; Fredonia State University Spring Semester; Edinboro University student Summer Semester; Mansfield State University student Summer Semester; New York University student Summer Semester; Syracuse University student Summer Semester; Edinboro University Fall Semester.

WJET Sales has had 2 interns over the reporting period - Mercyhurst College student June 2008; Edinboro University 08/07-05/08.

Creative Services has had 2 interns over the reporting period - Tri State Business 01/09-2/09 & Tri State Business 2/16/09-3/27/09.

New Media has had 2 interns over the reporting period - Mercyhurst College 03/09/09-3/31/09 and Clarion University 06/08-08/08.

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 41 such visits and talks during the current reporting period.

WJET/WFXP have hosted 33 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 questions of the staff about their job duties and responsibilities.

WJET/WFXP participates in a scholarship program with Edinboro University of Pennsylvania directed towards students 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.