

**EEO Public Inspection File Report**  
**March 31, 2026**

**Period:** This report covers the period from April 1, 2025, through March 31, 2026.

**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 16 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>
Administrative Professional	a,c, Y	2-a, 1-c	1-a
Creative Services	a, h, V, Y	3-a, 1-V	1-V
Digital News Producer	a,V,h,Y	1-a	1-a
Photojournalist	Y,a, V, h	2-Y, 2-a, 1-V,1-W	2-Y, 1-V
Technical Operator (MCO)	a, h, V,Y	2-Y 2-V, 4-a	2-a, 1-V
MMJ	Y, a, V, h	1-Y, 3-a, 2-W, 1-l, 1-V	2-a,1-Y, 2-W
National Political Sales Manager	a,b, V, Y	3-a 1-W	1-W
Sports Anchor	a, V, Y, h	2-Y	1-Y

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.Indeed.com	18
Career Fair	7
All Seasons Placement	1
Employee Referrals	4
Former Intern	1
WICU website	5
Total Interviews:	36

### **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:

April 24, 2025	Crawford Christian Academy
October 16, 2025	Career Street
December 18, 2025	Fairview Middle School

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.**

News Reporters spoke to Fairview Middle School Students about careers in Journalism:

May 7, 2025	Eva Mastromatteo, Brianna Howard
September 23, 2025	Lisa Adams
October 28, 2025	Traci Teudhope
December 9, 2025	Ashley Bell
February 4, 2026	Eva Mastromatteo, Dave Dicola
March 3, 2026	John Lydic, Dave Dicola

Our Creative Director and Digital Director spoke to college classes about their respective areas of expertise in the broadcast industry:

April 2, 2025                      Desmond Collier- Spoke to a Mercyhurst College class about creative tools in the industry with video, animation, and graphic design and how they are used.

March 19, 2026                      Doug Rogers- Social Media Management Classes at Mercyhurst college (Juniors and Seniors)-Digital Platforms, AI, social media platform content.

Our Corporate News Director spoke at various schools/venues about the career of journalism:

September 4,2025                      SUNY Fredonia State College- spoke to media and journalism students about careers in broadcast journalism

October 2, 2025                      Multi-District Industry Club Panelist- Grades 10-12- Speaker in the Arts and Communications Panel to students interested in the field to prepare.

November 17, 2025                      Buffalo State College- spoke to students about careers and in broadcast journalism.

March 9, 2026                      Buffalo State Collage- Spoke to Journalism classes, Studio Program and critique question and answer panel about journalism

Our Sports Director participated in a College Career Day panel discussion about building careers in broadcast communications:

March 12, 2026                      Gannon University Career Services Event- careers in communications, AI impact, internships, and how to create contacts.

One of our Producers spoke at a college class about Media Production:

March 30, 2026                      John Duckworth spoke to Mercyhurst University Communications students-Digital Media Production

about Podcasting, audio/video editing, target audiences and producing in our community.

## **2. Internship Program.**

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

We had seven students job shadow, one in Sports, five in the News Department looking at all areas, and one in Meteorology.

## **3. Event Designed to Disseminate Information about Broadcast Careers.**

September 25, 2025  
February 19, 2026

Penn State Fall Career and Internship Fair?  
Adam Snow and Daisy Clark attended the  
Penn State Job Fair

March 10, 2026

Scott MacDowell attended a Career Fair at  
Fairview Middle School

### **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. Duquesne University – [careerservices@duq.edu](mailto:careerservices@duq.edu)
- D. Gannon University – [cdes@gannon.edu](mailto:cdes@gannon.edu)
- E. Grove City College – [career@gcc.edu](mailto:career@gcc.edu)
- F. Indiana University of PA (IUP) – [career-services@iup.edu](mailto:career-services@iup.edu)
- G. John Carroll University – [cmarco@jcu.edu](mailto:cmarco@jcu.edu)
- H. Juniata College - [info@juniata.edu](mailto:info@juniata.edu) (Handshake)
- I. Slippery Rock University – [lisa.theodorson@sru.edu](mailto:lisa.theodorson@sru.edu)
- J. Mercyhurst College – [bsheridan@mercyhurst.edu](mailto:bsheridan@mercyhurst.edu)
- K. Penn State Erie – [recruitbehrend@psu.edu](mailto:recruitbehrend@psu.edu)
- L. Penn State New Kensington – [xjs8@psu.edu](mailto:xjs8@psu.edu)
- M. Robert Morris University – [broman@rmu.edu](mailto:broman@rmu.edu)
- N. Saint Francis University – [atercek@francis.edu](mailto:atercek@francis.edu)
- O. Saint Vincent College – [careers@email.stvincent.edu](mailto:careers@email.stvincent.edu) (Handshake)
- P. St. John Fisher College – [mcardin@sjfc.edu](mailto:mcardin@sjfc.edu)
- Q. University of Pittsburgh @ Johnstown – [jcareers@pitt.edu](mailto:jcareers@pitt.edu)
- R. Clarion University (Handshake)
- S. Washington & Jefferson College – [rcross@washjeff.edu](mailto:rcross@washjeff.edu) (Handshake)
- T. TVJobs – [www.tvjobs.com](http://www.tvjobs.com)
- U. Medialine – [www.medialine.com](http://www.medialine.com)
- V. WICU website - [www.erienewsnow.com](http://www.erienewsnow.com)

- W. Employee Referrals
- X. Walk-in applicants
- Y. Career/Job Fair
- Z. [www.facebook.com](http://www.facebook.com)
- a. [www.indeed.com](http://www.indeed.com)
- b. [www.linkedin.com](http://www.linkedin.com)
- c. All Seasons Placement - [SheilaG@allseasonsplacement.com](mailto:SheilaG@allseasonsplacement.com)
- d. PAB website [gponti@pab.org](mailto:gponti@pab.org)
- e. Erie County Technical School [eshaffer@ects.org](mailto:eshaffer@ects.org)
- f. Erie Branch NAACP [dsmith-frazier@phcse.org](mailto:dsmith-frazier@phcse.org)
- g. Volt Staffing [mijohnson@volt.com](mailto:mijohnson@volt.com)
- h. Lilly Broadcasting website [www.lillybroadcasting.com/career](http://www.lillybroadcasting.com/career)
- i. California University of PA [doppelhheuer@calu.edu](mailto:doppelhheuer@calu.edu)
- j. Former Employee
- k. YouTube
- l. Former Intern

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