

WBNG-TV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Content Manager	1-7, 10, 15-20, 22-34, 36-40	10
Multimedia Journalist	1-8, 10-11, 14-20, 22-34, 36-40	14
Multimedia Journalist	1-8, 10-11, 14-20, 22-34, 36-40	10
Multimedia Journalist	1-8, 10-11, 14-20, 22-34, 36-40	30
Account Executive	1-7, 13, 15-34, 36-40	21
Part-time Editor/Photographer	1-7, 15-20, 22-34, 36-40	30
Newscast Producer	1-7, 15-20, 22-34, 36-40	30
Creative Services Producer	1-7, 14-20, 22-34, 36-40	29
Multimedia Editor/Photographer	1-7, 9, 12, 15-20, 22-34, 36-40	9
Multimedia Editor/Photographer	1-7, 9, 12, 15-20, 22-34, 36-40	30
Chief Photographer	1-7, 10, 15-20, 22-34, 36-40	10
Multimedia Journalist	1-7, 12, 15-20, 22-34, 36-40	12
Newscast Producer	1-7, 15-20, 22-34, 36-40	30
Production Assistant	1-7, 15-20, 22-34, 36-40	30
Creative Services Producer	1-7, 15-20, 22-34, 36-40	29
Creative Services Promotions Producer	1-7, 12, 15-20, 22-34, 36-40	12
Master Control Operator	1-7, 13, 15-20, 22-40	13
Account Executive	1-7, 12-13, 15-20, 22-34, 36-40	13
Account Executive	1-7, 12-13, 15-20, 22-34, 36-40	12
Multimedia Journalist	1-7, 12, 15-20, 22-34, 36-40	27
Sales Assistant	1-7, 13, 15-20, 22-34, 36-40	13

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	BCC Placement Office PO Box 1017 Binghamton, New York 13902 Phone : 607-778-5207 Url : http://www.sunybroome.edu/placement Larry Truillo Manual Posting Prong 2 Ended Date: 9/21/2017	N	0
2	Binghamton University 4400 Vestal Parkway East Binghamton, New York 13902 Phone : 607-777-2553 Url : http://www.binghamton.edu Email : hirebing@binghamton.edu Brand Smith	Y	0
3	Broome County Urban League 43 Carroll Street Binghamton, New York 13901 Phone : 607-723-7303 Url : http://www.bcul.org Email : jlesko@bcul.org Jennifer Lesko	Y	0
4	Broome Employment 171 Front Street Binghamton, New York 13905 Phone : 607-778-2136 Url : http://www.broometiogaworks.com Email : btworks@labor.state.ny.us Preston Hertzog	Y	1
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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6	Community Options Inc. 182 State Street Binghamton, New York 13901 Phone : 607-722-5971 Url : http://www.comop.org Email : amanda.rick@comop.org Amanda Rick	Y	0
7	Country Valley Industries 125 Cutler Pond Road Binghamton, New York 13905 Phone : 607-723-8361 Url : http://www.cvipackaging.com Email : dhogan@achieveny.org David Hogan	Y	0
8	Current Employee	N	1
9	Current Employee - Transfer/Promotion	N	1
10	Current Employee/Internal Promotion	N	3
11	Current Intern	N	1
12	Employee Referral	N	6
13	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 203-564-2420 Url : www.indeed.com Victoria LaBella Manual Posting	N	15
14	Job Fair	N	4
15	KBJR - Kayla Martin 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Url : http://www.kbjr.com Email : kmmartin@kbjr.com Kayla Martin	N	0
16	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
18	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
19	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shillstone	N	0
20	New Jersey Herald- Robin Fichter PO Box 10 Newton, New Jersey Phone : 973-383-1170 Email : rfichter@njherald.com Robin Fichter	N	0
21	Non-Employee Referral	N	1
22	NYS Broadcasters Assn. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Url : http://www.nysbroadcasters.org Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
23	NYS Job Exchange 171 Front Street Binghamton, New York 13905 Phone : 585-266-7760 Url : http://www.labor.ny.gov Email : nysjobbank@labor.ny.gov Michael Puglisi	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	QNI- Lesley VanNess 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley VanNess	N	0
25	S.I. Newhouse School of Public Communications 215 University Place Syracuse, New York Phone : 315-443-3270 Url : http://www.newhouse.syr.edu Email : kmcgee@syr.edu Karen McGee	N	0
26	Tioga Employment Center 1062 St. Rte. 38 PO Box 108 Owego, New York 13827 Phone : 607-687-8500 Url : http://tiogacountyny.com/ Email : mccalls@co.tioga.ny.us Sheri McCall	Y	0
27	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	4
28	WAOW - Kelly Fuller 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : http://www.waow.com Email : kfuller@waow.com Kelly Fuller	N	0
29	WBNG Internal Posting 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7262 Url : http://www.wbng.com Kate Garger Manual Posting	N	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	WBNG Website 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7262 Url : http://www.wbng.com Kate Garger Manual Posting	N	15
31	WEEK 2907 Springfield Rd. Peoria, Illinois 61611 Phone : 309-698-3784 Email : ttesch@week.com Teddi Tesch	N	0
32	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
33	WHIG- Christina Wilson PO Box 909 Quincy, Illinois 62306 Phone : 217-221-3409 Email : cbwilson@qni.biz Christina Wilson	N	0
34	WKOW- Bonnie Beer 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2767 Url : http://www.wkow.com Email : bbeer@wkow.com Bonnie Beer	N	0
35	Word of Mouth Referral	N	1
36	WPTA 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0

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37	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
38	WSJV- Amber Moubray PO Box 28 South Bend, Indiana 46624 Phone : 574-343-5350 Email : amoubray@quincymedia.com Amber Moubray	N	0
39	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	0
40	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			62

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2017	Establishment of an intern program designed to assist members of the community	<p>WBNG offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of journalism, broadcasting, communications and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital information. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of Interns. Each Quintern is assigned a mentor and there is curriculum for each position.</p> <p>The station hosted three student internships during the Spring/Summer of 2017. One intern was a Broadcast and Digital Journalism/International Relations student at Syracuse University in Syracuse, NY. The second intern was a Political Science/Public Communications and Journalist student at Syracuse University. The third intern was a Broadcast and Digital Journalism student at Syracuse University in Syracuse, NY. Finally, WBNG also hosted an intern from the New York State Broadcasters Association intern program. The intern spent the summer working at WBNG, and then extended her internship under Quincy's regular intern program and worked throughout the fall and early winter.</p>	1	News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	2/2/2017	Participation in Job Fairs	On February 2, 2017 hiring representatives Kate Garger, Bob Krummenacker, John Laughrin, and Darin Di Piazza attended the Fleishman Center for Career and Professional Development Job and Internship Fair at Binghamton University. Hundreds of students were in attendance to talk about available jobs and internship opportunities. We collected six resumes from students interested in our news, marketing and engineering departments.	4	Admin/Human Resources Manager General Manager General Sales Manager News Director
3	2/8/2017	Participation in events sponsored by community groups	On Wednesday, February 8, 2017, Kate Garger, Bob Krummenacker, and Darin Di Piazza participated in a one-hour webinar titled, "Local Sales Recruitment - Why Can't We Find Sellers?". The webinar addressed of the challenge of media managers hiring good candidates in the sales field. The webinar focused on job posting response, compensations plans, having time to conduct thorough searches, and recruitment needs. The webinar also discussed hiring tactics and staff turnover.	3	Administrative/Human Resources Manager General Manager General Sales Manager
4	2/21/2017	Participation in events or programs sponsored by educational institutions	On February 21, 2017 Anchor/Reporter Michael Schwartz visited a Media Writing class at Ithaca College. He spoke to two different classes on topics such as script formatting, broadcast writing style and daily operations in a newsroom.	1	Anchor/Reporter
5	2/24/2017	Participation in events or programs sponsored by educational institutions	On Friday, February 24, 2017, WBNG Anchor Scott Sasina attended the Woodrow Wilson Elementary School's "Hopes and Dreams Career Fair. Approximately 450 students from Kindergarten to 5th grade attended the career fair from 8:30 to 11:15am and Scott spoke to them about jobs in the broadcast journalism field. Scott also brought a camera and microphone and gave students a chance to see what it is like to be a reporter.	1	Anchor

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6	3/29/2017	Participation in events or programs sponsored by educational institutions	On Wednesday, March 29, 2017, about eight Binghamton University students visited WBNG through the school's Fleishman Center for Career and Professional Development. The program is a three-day workshop for students which includes one day for local employer site visits. The visit introduced students to WBNG and its culture, discussed potential for internships or employment, while educating the students on how to best position themselves for future opportunities. During their visit, the students heard from several staff members, such as News Director John Laughrin, Multimedia Journalist/Anchor Claire Kerr, and Chief Photographer Cody Dynarski. The staff members spoke about their education and career paths. The students also took a tour of the station and watched a half hour of live news from the WBNG studio.	3	News Director Multimedia Journalist/Anchor Chief Photographer
7	4/12/2017	Participation in Job Fairs	On Wednesday, April 12, 2017, WBNG participated in the Syracuse University Career Fair from 2-5pm. Quincy Media's Talent Acquisition Specialist, Lesley VanNess, attended the three-day event which included the career event itself on the 12th, as well as interviews with students on the 13th and 14th of April. WBNG representatives included News Director John Laughrin and Administrative/Human Resources Manager Kate Garger. The event took place in the Schine Student Center on the Syracuse University campus. The Quincy/WBNG staff spoke to over 150 students regarding internship and job opportunities at WBNG.	2	News Director Administrative/Human Resources Manager

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8	4/12/2017	Participation in events or programs sponsored by educational institutions	On Wednesday, April 12, 2017, Multimedia Journalist/Anchor Emily DeVito participated in a career expo. The event took place at Binghamton University and about thirty 10th graders from Broome-Tioga BOCES attended the session. Emily was the presenter for the topic of "Journalist: Editor/Writer". She discussed the career of broadcast journalism and answered the students' questions about her career path.	1	Multimedia Journalist/Anchor
9	4/27/2017	Participation in Job Fairs	On Thursday, April 27, 2017, Kate Garger, Bob Krummenacker, Darin Di Piazza, and John Laughrin participated in the SUNY Broome 2017 MLK Jr. Job Fair. The event was held on the SUNY Broome campus and took place from 10am to 2pm. We spoke to approximately 75 students and job seekers about the available jobs WBNG has, as well as spoke about job opportunities in general at WBNG. We collected 18 resumes.	4	Administrative/Human Resources Manager General Manager General Sales Manager News Director
10	6/19/2017	Participation in events or programs sponsored by educational institutions	On June 19, 2017 Anchor/Reporter Michael Schwartz, Meteorologist Brian Schroeder, and Chief Photographer Cody Dynarski attended an event called "World of Possibilities" at Johnson City Intermediate School. They spoke to children in grades 3 to 5 about careers in broadcast journalism, such as reporter, anchor, producer, meteorologist and videographer.	3	Anchor/Reporter Meteorologist Chief Photographer

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11	8/1/2017	Establishment of an intern program designed to assist members of the community	<p>WBNG offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of journalism, broadcasting, communications and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital information. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of Interns. Each Quintern is assigned a mentor and there is curriculum for each position.</p> <p>The station hosted two student internships during the Fall/Winter of 2017. One intern was an English Literature and Rhetoric student at Binghamton University. The second intern was a student at Binghamton University.</p>	1	News Director
12	8/1/2017	Participation in events sponsored by community groups	<p>WBNG conducted a tour for the Afton Seniors Group on Tuesday, August 1, 2017. Approximately 20 people attended. The group received a tour of the station at 11am, then watched part of the live newscast in the atrium and the studio. Meteorologist Brian Schroeder and Content Manager David Hermanovitch guided the tour and answered questions about WBNG and its broadcast operations.</p>	2	Meteorologist Content Manager

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13	9/28/2017	Participation in events or programs sponsored by educational institutions	On Thursday, September 28, 2017, Producer/Host Kara (Vormwald) Conrad attended the 2nd Annual CNY Career Connections Event. The SUNY Oswego alumni event was held from 5 to 8:30pm and gave students an opportunity to meet and network with accomplished alumni living and working in the central New York area. Kara (Vormwald) Conrad is a 2015 graduate of SUNY Oswego and spoke to the students about her education and career as a producer and host of WBNG's half-hour community affairs show "Around the Tiers". Kara was also able to share her expertise and tips to students to help launch their careers.	1	Producer/Host
14	10/3/2017	Participation in events or programs sponsored by educational institutions	On October 3, 2017 Anchor/Reporter Michael Schwartz and Multimedia Journalist Anne Sparaco visited a Media Writing class at Ithaca College. They spoke to two different classes on topics such as script formatting, broadcast writing style and daily operations in a newsroom.	2	Anchor/Reporter Multimedia Journalist
15	10/17/2017	Provision of training to management	On Tuesday, October 17, 2017, Administrative/Human Resources Manager Kate Garger attended the 29th Annual Labor & Employment Law Update provided by attorneys from local law firm, Hinman, Howard & Kattell, LLP. The program was brought to the community by the Greater Binghamton Chamber of Commerce. During the four-hour presentation, several lawyers discussed a variety of employment topics such as, employee benefits, worker's compensation, wages and hourly rates, discrimination law, and New York State's new program called Paid Family Leave.	1	Administrative/Human Resources Manager

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16	10/26/2017	Participation in events or programs sponsored by educational institutions	On Thursday, October 26, 2017, Producer/Host Kara (Vormwald) Conrad participated in the SUNY Oswego Career Connectors Media Summit. As a SUNY Oswego alum, Kara was asked to be on the Career Connectors panel where she would speak with broadcast journalist students and other panelists about this year's topic, "Facts, Fiction, Politics and the News". Kara was also interviewed by the college's television station, WTOP.	1	Producer/Host
17	12/28/2017	Participation in Job Fairs	On Thursday, December 28, 2017, WBNG participated in the Greater Binghamton Chamber of Commerce "Project Homecoming Job and Career Fair" at the Oakdale Mall from 2-6pm. Administrative/Human Resources Manager Kate Garger, General Manager Bob Kruppenacker, and News Director John Laughrin attended and spoke to about 75 people about job and internship opportunities at WBNG. About five resumes were collected.	3	General Manager News Director Admin/HR Manager
18	1/26/2018	Participation in events or programs sponsored by educational institutions	On Friday, January 26, 2018, Anchor/Reporter Michael Schwartz and Sports Director Larry Burneal attended a career day event at Johnson City Middle School. They spoke to children in grades 6 to 8 about careers in broadcast journalism, such as reporter, anchor, producer, and sports reporter.	2	Anchor/Reporter Sports Director