

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2022 - January 31, 2023

Station Included in Report: WKBW-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				13
C2	Internal Candidate / WorkLife				22
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			22
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	7
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		36
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	2
C130	Face-to-face Networking				18
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		19
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	6
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1515	Allegany Co. Employment and Training One Stop Center - - 7 Wells Lane (alleganyent@alleganyco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1516	Allegany County Employment and Training Center - Jerry Garmon - 7 Wells Lane (alleganyent@alleganyco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1517	Allegany County Employment and Training One Stop Center - - 7 Wells Lane (alleganyent@alleganyco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1519	Buffalo Employment and Training Center - Christina Lopez - 77 Goodell Street (betc@wdcinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1520	Buffalo Employment Office - - 237 Main Street Suite 330 (Buffalo.Dews@labor.ny.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1521	Buffalo Employment Office - Michael Livi - 284 Main Street (michael.livi@labor.ny.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1522	Buffalo One Stop Center - Carolyn Bright - 284 Main Street (carolyn.bright@labor.state.ny.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1523	Chautauqua Works - - 323 Central Avenue (kgeise@chautauquaworks.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1524	Chautauqua Works - Vicky America (Veterans Representative) - 407 Central Avenue (vicky.america@labor.ny.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1525	Erie Community College One-Stop Center - - 3176 Abbott Road (erickson@ecc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1526	Erie Community College One-Stop Center - - 3176 Abbott Road (onestop@ecc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1527	Erie Community College One-Stop Center/NYSOL - Robert Durante - 6205 Main Street (onestop@ecc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1530	Genesee County Career Center - Batavia - Vet Rep - Robert Gerke - 587 East Main Street, Suite 100, Eastown Plaza (robert.gerke@labor.ny.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1531	Goodwill Industries of Western New York - - 1119 William Street (tedkmain@yahoo.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1533	International Institute of Buffalo - - 864 Delaware Avenue (kkinder@iibuff.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1535	Orleans Center for Workforce Development - Albion - Louis Lopez - 458 West Avenue (Albion@labor.ny.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1536	Orleans Center for Workforce Development - Stephen Bragg (Veterans Representative) - 458 West Avenue Suite 3 (stephen.bragg@labor.ny.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1537	Restoration Society, Inc. - Michelle Hovey - 327 Elm Street (mhovey@restoration-societyinc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1538	Statler Center for Careers in Hospitality Service - Elhanna Porter - 1170 Main Street (eporter@statlercenter.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1539	SUNY ATTAIN Lab at Perry - - 59 Leicester Street (dcoggiola@eoc.suny.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1540	SUNY ATTAIN Lab at Perry - - 59 Leicester Street (scasanzio@eoc.suny.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1541	SUNY Fredonia (Quest) Fredonia, NY - - SUNY Fredonia (careers@fredonia.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1542	Trott ACCESS Center - Niagara County Employment & Training - - 1001 Eleventh Street (paul.parise@niagaracounty.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1543	Trott ACCESS Center - Niagara's WorkSourceOne - Karen Bucolo - 1001 Eleventh Street (Karen.Bucolo@niagaracounty.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1544	Trott ACCESS Center - Niagara's WorkSourceOne - Kathryn Krebs - 1001 Eleventh Street (Kathryn.Krebs@niagaracounty.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1545	University at Buffalo, The State University of New York (BullsEye) Buffalo, NY - Tina - 232 Capen Hall (jobs@buffalo.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	3

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C1546	Veteran's Reintegration Program - - 1119 William Street (mmmlahood@hotmail.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1547	Warsaw One-Stop - - 448 North Main Street (kathleen.marnell@labor.state.ny.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1548	Williamsville One-Stop Center - - 4175 Transit Road (Christopher.Buman@labor.ny.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1549	Wyoming County Community Action - Louis Lopez - 6470 Rt 20A (info@wccainc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1550	Wyoming County Community Action Inc. - Beth Caton (Senior Coordinator) - 6470 Rt. 20A, Suite #1 (bcaton@wccainc.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
Local Sources					
L9	Native American Community Services	1005 Grant Street Buffalo, NY 14207	Michael Martin		
L13	American Broadcasting School		Michelle McConnell michelle.radioschool.com		
L14	Buffalo State College	updated 5/11/21	Lynn M Rogers rogerslm@buffalostate.edu https://cdc.buffalostate.edu/content/employers/BengalLink_Employer_Logout.p		
L18	Connecticut School of Broadcasting		johnnyo@gocsb.com		
L20	Genesee Community College		purplebriefcase.com		
L22	NABET		Jodi Fabrizio-Clontz jfabrizi@cwa-union.org		
L23	National Hispanic Media Coalition		brivas@nhmc.org		
L24	Niagara County Community College		jschickling@niagaracc.suny.edu, jbrevetti-runkle@niagaracc.suny.edu Jared Schickling, Susan Kottke		
L26	Niagara University		app.joinhandshake.com/ (updated 7/31/18)		
L27	New York State Broadcasters Association		cjung@nysbroadcasters.org Carolyn Jung		
L29	Syracuse University		app.joinhandshake.com/ (updated 7/31/18)		
L30	Villa Maria College		Judy Piskun jpiskun@villa.edu (updated 8/27/18)		
L31	Canisius College		canisius.joinhandshake.com		
L32	Columbia University-The Journalism School		journalism-columbia-csm.symplicity.com		
L33	Columbia College Chicago		colum.joinhandshake.com		
L34	Daemen College		app.joinhandshake.com/ (updated 5/31/18)		
L35	D'Youville College		app.purplebriefcase.com		
L36	State University of New York at Fredonia		app.joinhandshake.com/ (updated 6/20/18)		
L37	Hofstra University		hofstra.joinhandshake.com		
L38	Marywood University		app.joinhandshake.com/ (updated 8/31/18)		
L40	New England Central		collegcentral.com/nec		
L42	St. John Fisher College		app.joinhandshake.com/ (updated 5/31/18)		
L43	National Association of Hispanic Journalists		kolivas@nahj.org	202-662-7145	
L44	Franklin & Marshall College		Joe Gebbie joseph.gebbie@fandm.edu app.joinhandshake.com/ (updated 5/31/18)		
L45	University at Buffalo		app.joinhandshake.com/ (updated 5/31/18)		
L47	Collective Talent		collectivetalent.com		
L48	Hilbert College		purplebriefcase.com		
L50	New York State Job Bank				
L51	Handshake - multiple local colleges & universities				
Total Number of Interviewees Referred:				150	

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Local [JR027446]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-03-21
Account Exec, Local [JR027998]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C134 Start Date: 2022-04-04
Account Exec, Local [JR029101]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L14, L24, L26, L27, L30, L36, L43	Code Number: C235 Start Date: 2022-10-03
Assignment Editor [JR028490]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-05-24

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Assoc Account Exec, Local [JR027445]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-03-21
Assoc Account Exec, Local [JR028413]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C5 Start Date: 2022-04-04
Asst News Director [JR028354]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-03-28
Client Content Producer/Host [JR029583]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L14, L20, L27, L30, L36, L43	Code Number: C134 Start Date: 2022-08-08

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Creative Services Tech IV [JR026756]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C5 Start Date: 2022-04-04
Creative Services Tech IV [JR028726]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L24, L27, L30, L36, L43, L44, L45, L50, L51	Code Number: C130 Start Date: 2022-08-22
Creative Services Tech IV [JR029766]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L14, L20, L26, L27, L30, L36, L43	Code Number: C97 Start Date: 2022-08-01
Digital Strategist [JR029143]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L24, L27, L30, L36, L43, L45, L50	Code Number: C2 Start Date: 2022-08-08
Dir, HR Business Partner [JR027797]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C97 Start Date: 2022-04-18

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Director II [JR029079]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L20, L36	Code Number: C97 Start Date: 2022-06-13
Evening Anchor, MMJ [JR029141]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-05-23
Exec Producer [JR028679]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L24, L26, L27, L36, L43, L44, L45	Code Number: C2 Start Date: 2022-09-06
JCP Participant [JR028324]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C130 Start Date: 2022-06-06
JCP Participant [JR028723]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C130 Start Date: 2022-07-18
JCP Participant [JR028724]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C130 Start Date: 2022-08-01

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Maintenance Engineer II [JR027983]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L24, L26, L27, L36, L43, L44, L51	Code Number: C2 Start Date: 2022-07-18
Media Prep Technician [JR029714]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L26, L29, L34, L36, L45, L51	Code Number: C3 Start Date: 2022-09-26
Meteorologist [JR028399]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C100 Start Date: 2022-06-01
Meteorologist [JR029106]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2022-07-01

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR028618]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2022-06-10
Multimedia Journalist [JR028795]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-06-13
Multimedia Journalist [JR029038]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L20, L36	Code Number: C2 Start Date: 2022-08-08
Multimedia Journalist [JR029039]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L20, L36	Code Number: C130 Start Date: 2022-09-12

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Multimedia Journalist [JR029171]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2022-06-27
Photographer II [JR027967]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2022-02-28
Photographer II [JR029998]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L29, L34, L36, L45, L51	Code Number: C1 Start Date: 2022-10-03
Prod, Specialty Programming [JR027902]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-03-07
Producer [JR027012]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-02-07

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [JR028493]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-04-18
Real-Time Editor [JR028281]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2022-04-26
Real-Time Editor [JR029264]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L14, L20, L24, L27, L30, L36, L43	Code Number: C1545 Start Date: 2022-06-29
Specialty Photographer [JR028491]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-03-28
Sr Dir, Sales [JR030253]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C2 Start Date: 2022-12-05

EEO PUBLIC FILE REPORT**II. Full-Time Vacancies Filled During the Reporting Period**

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Weekend Anchor, MMJ [JR027803]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1515, C1516, C1517, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, C1906, C1912, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2022-04-04

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Aaron Mason/Sr.News Director and August Erbacher/Digital Director, interviewed prospective JCP Participants at the Syracuse University Newhouse School of Journalism career fair on March 4, 2022.
	LeAnne Markins, Creative Services Director, attended NYSBA October 2022 College Outreach Program on 10/4/22, 10/13/22 and 10/27/22. This program reaches out to students attending colleges and universities throughout New York, with the goal to enhance the diversity of those seeking employment in broadcasting across the state. The format was virtual.
	Aaron Mason, Senior News Director, attended NYSBA October 2022 College Outreach Program on 10/13/22, 10/27/22 and 10/28/22. This program reaches out to students attending colleges and universities throughout New York, with the goal to enhance the diversity of those seeking employment in broadcasting across the state. The format was virtual.
Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.	Buffalo Broadcaster's Association Job Fair, attended by Julie O'Connor/HRBP, Aaron Mason/Sr.News Director on Saturday, April 23rd in the WNED TV Studios at 140 Lower Terrace St Buffalo, NY. The job fair began with a panel discussion about finding a job or internship in the current market, followed by company introductions and job fair. This job fair was attended primarily, but not exclusively, by college students.
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	Bufalo Broadcaster's Association Job Fair Panelist - Ed Drantch, WKBW Anchor. 4/23/22.
	Mercedes Wilson, WKBW host of AM Buffalo, attended and emceed the Buffalo NAACP event for the Medgar Evers Awards Dinner on 10/22/22, where she spoke of her career path and careers in journalism.
	Pheben Kassahun, WKBW News Anchor, attended and emceed the Buffalo Urban League Gala on 11/13/22, where she spoke of her career path and the importance of journalism in the community.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>Katie Morse, WKBW News Anchor, spoke to students at Buffalo State College on 11/16/22. She spoke about careers in broadcasting.</p> <p>Taylor Epps, WKBW News Anchor, was honored for being the most impactful BIPOC (Black, Indiginous or Person or Color) woman in Buffalo, for her contributions to community. 3/27/22.</p>
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	<p>WKBW hosts four paid college interns per year. The station is fully reimbursed by the New York State Broadcasters Association.</p> <p>There were two summer interns and two fall interns.</p>
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	<p>Julie O'Connor, Director/HR Business Partner, initiated a station setup on the online platform, HANDSHAKE. This creates the opportunity for interaction with colleges, students and alumni, regardless of position openings.</p>
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	<p>WKBW hosts four JCP Program participants from the Syracuse University Newhouse School of Journalism each year. JCP Participants are paid and provided with housing during the course of their assignment. As a participant in the Scripps Journalism Career Program (JCP) this position reports to a News Manager and works with the News Manager, Executive Producer and/or Producers to become capable in performing the duties of the assigned position. This position is finite in nature, usually 6-8 months long. JCP Participants will learn to oversee and edit content for multiple platforms.</p> <p>WKBW hosted one Producer JCP, one Digital Content JCP, and two Multi-Media Journalist JCPs.</p>
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	<p>WKBW participates in the E.W. Scripps Emerging Talent Leadership program, which identifies employees to participate in leadership preparation.</p> <p>WKBW participates in the E. W. Scripps Education Assistance Program. This is a tuition reimbursement program which provides up to \$4,000 per calendar year for continuing education.</p>
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<p>Katie Morse, WKBW News Anchor, spoke to students at Buffalo State College on 11/16/22. She spoke about careers in broadcasting.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	Marc Jaromin, Vice President & General Manager of WKBW, spoke to a journalism class at Buffalo State College on 10/25/22.
Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	All positions are posted internally and externally. External postings meet the requirement for job bank or media trade groups through the automated EQuest system.
Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.	WKBW started a Community Advisory Board in 2022. Members from 12-15 community not-for-profit organizations meet with WKBW leadership each month to discuss challenges, opportunities and success within their organization. This collaboration between organizations and the station provides tangible benefits to the organizations as well as the efforts of the station.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	The E.W. Scripps Company requires all members of management to attend "Manager and the Law" Training, which is a comprehensive four-hour course designed to provide management with a working knowledge of EEO laws, best practices and essential management skills that are key to compliance and upholding Scripps' values. This course was offered on Wednesday, November 9th. Local attendees included Marc Jaromin, Vice President and General Manager, as well as Julie O'Connor, Director, Human Resources Business Partner.
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.	Public Service Announcement: The station created a public service announcement with is broadcast on a rotating schedule twice per week. The announcement advises the viewing community that interested parties are encouraged to contact the station, and how, if they wish their organization to receive notices of job opportunities as they become available.
	Taylor Epps, WKBW News Anchor, attended and emceed the Buffalo Urban League Gala online due to covid, on 3/26/22, where she spoke of her career and the importance of journalism in the community.
	WKBW was a co-sponsor of the WNY Women's Foundation event, "What She's Made Of". WKBW Anchors Ashley Rowe and Taylor Epps were moderators of the event discussion.