

**WGRZ**  
**EEO PUBLIC FILE REPORT**  
**January 21, 2018 - January 20, 2019**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multi-Skilled Producer	1-2, 4-15, 19, 21-33, 35-39	10
Multi-Skilled Producer	1-2, 4-15, 19, 21-33, 35-39	10
Account Manager	1-2, 4, 6-9, 11-15, 19, 21-39	34
Sales Assistant	1-2, 4, 6-16, 19, 21-33, 35-40	16
Sales Assistant	1-2, 4, 6-16, 19, 21-33, 35-40	16
Account Executive	1-2, 4, 6-9, 11-16, 18-33, 35-40	20
Account Executive	1-2, 4, 6-9, 11-16, 18-33, 35-40	38
Multi-skilled Journalist (MMJ)	1-2, 4, 6-9, 11-15, 19, 21-36, 38-40	34
Multi-skilled Journalist (MMJ)	1-2, 4, 6-9, 11-15, 19, 21-36, 38-40	34
Multi-Media Marketing Producer	1-4, 6-9, 11-15, 17, 19, 21-33, 35-36, 38-40	17
Digital Content Producer	1-2, 4, 6-15, 19-33, 35-36, 38-40	10
Digital Content Producer	1-2, 4, 6-15, 19-33, 35-36, 38-40	20
Commercial Producer	1-2, 4, 6-9, 11-15, 19, 21-36, 38-40	34

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Buffalo City Hall 65 Niagara Square Buffalo, New York Phone : 716-851-4200 Fax : 1-716-851-5401 Olivia Licata	N	0
2	Buffalo State College 1300 Elmwood Avenue Buffalo, New York Phone : 716-878-5811 Fax : 1-716-878-3152 Nanette Tramont , Muriel Howard, Claire Jones	N	0
3	Canisius College 2001 Main Street Buffalo, New York Phone : 716-888-2475 Url : <a href="http://www.collegecentral.com/canisius">www.collegecentral.com/canisius</a> Email : <a href="mailto:jones11@canisius.edu">jones11@canisius.edu</a> Career Development Office	N	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.CareerBuilder.com">http://www.CareerBuilder.com</a> Career Service Manual Posting	N	0
5	Career Fair	N	1
6	Case Western Reserve University 10900 Euclid Ave Cleveland, Ohio 44106 Phone : 216 368 4446 Url : <a href="http://www.cwru.edu/">http://www.cwru.edu/</a> Email : <a href="mailto:employers@case.edu">employers@case.edu</a> Tasha Fryfogle	N	0
7	Central State University PO Box 1004 Wilberforce, Ohio 45384 Phone : 216 431 3423 Url : <a href="http://www.centralstate.edu/index.php">http://www.centralstate.edu/index.php</a> Email : <a href="mailto:careerservices@centralstate.edu">careerservices@centralstate.edu</a> Career Services	N	0

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8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
9	Colored Musicians Club 145 Broadway Street, P.O. Box 706 Buffalo, New York Phone : 716-885-9383 Email : <a href="mailto:gscott2679@aol.com">gscott2679@aol.com</a> George Scott	N	0
10	Employee Referral	N	4
11	Glassdoor.com Glassdoor.com Sausalito, California Glassdoor.com N/A Manual Posting	N	0
12	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : <a href="http://www.vault.com">www.vault.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Career Services	N	0
13	Hampton University 546 E Queen St Hampton, Virginia 23668 Phone : 757 727 5993 Url : <a href="http://www.hamptonu.edu/">http://www.hamptonu.edu/</a> Email : <a href="mailto:joy.mcdonald@hamptonu.edu">joy.mcdonald@hamptonu.edu</a> Joy McDonald	N	0
14	Hispanics United of Buffalo 254 Virginia Street Buffalo, New York Phone : 716-852-2359 Url : <a href="http://www.hispanicsunitedofbuffalo.com">www.hispanicsunitedofbuffalo.com</a> Fax : 1-716-856-9617 Flor Aber	N	0

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15	Howard University, Student Resource Center C.B. Powell Building, 525 Bryant Street, NW Washington, District of Columbia Phone : 202-806-7513 Email : huocreuit@gmail.com Fax : 1-202-462-4267 Career Service	N	0
16	Indeed.com	N	4
17	Internship Program	N	1
18	Job posting on internet	N	1
19	JuJu.com Juju.com New York, New York Juju.com Job Search Engine Manual Posting	N	0
20	Linked In	N	5
21	Medaille College, Career Development Center 18 Agassiz Circle Buffalo, New York Phone : 716-880-2210 Url : <a href="http://www.collegecentral.com/medaille">http://www.collegecentral.com/medaille</a> Email : <a href="mailto:ccullinan@medaille.edu">ccullinan@medaille.edu</a> Carol Cullinan	N	0
22	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : <a href="http://www.medialine.com">www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
23	NAACP (National Assoc. for Advancement of Colored People) 1490 Jefferson Avenue Buffalo, New York Phone : 716-884-7242 or home 716- Email : <a href="mailto:naacp@apollo3.com">naacp@apollo3.com</a> Fax : 1-716-884-7243 Frank Mesiah	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
24	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
25	National Association of Television Arts & Sciences 3487 Center Road, Suite 6C Brunswick, Ohio Phone : (330) 273-5756 Url : www.nataslgl.org Email : administrator@nataslgl.org Fax : 1-440-546-1903 Dennis Thatcher	N	0
26	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : membership@ncnw.org Cassandra Wint	N	0
27	Niagara University, Office of Career Development P.O. Box 2041 Niagara University, New York Phone : 716-286-8535 Url : www.niagara.edu/ Email : careers@niagara.edu Fax : 1-716-286-8457 Mike Skowronski	N	0
28	North Carolina Central University 1801 Fayetteville St Durham, North Carolina 27707 Phone : 919-530-6198 Url : http://www.nccu.edu/ Email : nccucareerservices@nccu.edu Career Services	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
29	NYS Broadcasters Association 1805 Western Avenue Albany, New York Phone : 518-456-8888 Url : <a href="http://www.nysbroadcastersassn.org">www.nysbroadcastersassn.org</a> Email : <a href="mailto:sandy@nysbroadcasters.org">sandy@nysbroadcasters.org</a> David Donovan	N	0
30	Ohio State School of Journalism 3016 Derby Hall 154 Oval Mall Columbus, Ohio 43210 Phone : 614 292 7055 Email : <a href="mailto:asccareer@osu.edu">asccareer@osu.edu</a> Career Services	N	0
31	Seneca Nation of Indians 1510 Route 438 Irving, New York Phone : 716-532-9221 Email : <a href="mailto:Darcy.kettle@sni.org">Darcy.kettle@sni.org</a> Fax : 1-716-532-0497 Darcy Kettle	N	0
32	Society of Broadcast Engineers 8445 Keystone Crossing Suite 140 Indianapolis, Indiana 46240 Phone : 317 846 9000 Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Scott Jones	N	0
33	State University of NY at Fredonia, Career Dev. Office – 2nd Floor Gregory Hall Fredonia, New York Phone : 716-673-3327 Email : <a href="mailto:careers@fredonia.edu">careers@fredonia.edu</a> Fax : 1-716-673-3593 Christopher LaGrow	N	0
34	Station Website	N	4
35	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205 366 8894 Url : <a href="http://www.stillman.edu/">http://www.stillman.edu/</a> Email : <a href="mailto:jcurrie@stillman.edu">jcurrie@stillman.edu</a> J Currie	N	0

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36	SUNYAB (State University of NY at Buffalo) 732 Clemens Hall Buffalo, New York Phone : 716-645-2082 Fax : 1-716-645-5976 Debra Tate	N	0
37	Syracuse University, Career Services 235 Schine Student Center, 303 University Place Syracuse, New York Phone : 315-443-3616 Email : careers@syr.edu Fax : 1-315-443-2805 Mike Cahill	N	0
38	TEGNA 7950 Jones Branch Dr McLean, Virginia 22107 Phone : 216-344-3362 Url : TEGNA.Com Anna Avelar Manual Posting	N	3
39	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>23</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/22/2018	Establishment of training programs for station personnel	TEGNA Labor Relations Training – Labor Relations provides monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed, and HR Business Partners then share this topical information with their executive teams.	1	HR Business Partner
2	1/26/2018	Establishment of training programs for station personnel	January 26 – February 2, 2018 Byte Back Challenge - TEGNA rolled curriculum to educate employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out 1/26/18 and completed on 2/2/18.	123	All Employees
3	2/3/2018	Participation in events or programs sponsored by educational institutions	Station participated in a career fair hosted by the Buffalo Broadcasters. The fair was open to all students and members of the community interested in a career in broadcasting.	1	Station & Community Coordinator
4	2/28/2018	Participation in other activities designed by the station employment unit	Hosted students from Sweet Home High School to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast.	1	Station & Community Coordinator
5	3/7/2018	Participation in events or programs sponsored by educational institutions	Invited as a guest speaker at Canisius College. Spoke to students in the Media Ethics class about personal career path, current position as a news producer and how ethical questions are handled in their job.	1	Producer
6	4/5/2018	Participation in events sponsored by community groups	Guest speaker at an event hosted by the Perry Rotary Club. Spoke about current role with television station and career path from Perry to present day.	1	Anchor
7	4/12/2018	Participation in events sponsored by community groups	Guest speaker at the Boys and Girls Club of Buffalo. Talent spoke about personal experience, career path and journalism.	1	Anchor



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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
8	4/13/2018	Establishment of training programs for station personnel	Multi-skilled Journalist Training was offered out of state at another TEGNA station. Training entailed specific editing and shooting software applications that will enhance their MSJ skills.	1	MSJ
9	4/18/2018	Participation in other activities designed by the station employment unit	Hosted students from Christian Central Academy School to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast.	1	Station & Community Coordinator
10	4/19/2018	Participation in events sponsored by community groups	Emcee and moderator for Child and Family Services annual Heartlight fundraising. This event features speakers who have utilized CFS's programs/resources in order to raise awareness about the work they do and their mission. Anchor talked about the station, career and Q &A.	1	Anchor
11	4/25/2018	Participation in events or programs sponsored by educational institutions	Guest speaker at Amherst Middle School. Spoke to the students about personal career path, weather, and TV News.	1	Meteorologist
12	5/8/2018	Establishment of training programs for station personnel	May 8-10, 2018 TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that it is the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	1	Director of Sales
13	5/23/2018	Participation in other activities designed by the station employment unit	Hosted students from Salamanca High School to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast.	1	Station & Community Coordinator
14	6/1/2018	Participation in events or programs sponsored by educational institutions	Spoke to students enrolled in the French and Spanish classes at Alexander High School about career path, position with the station, YouTube channel and dedicated time for Q & A with students.	1	Anchor

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
15	6/18/2018	Establishment of training programs for station personnel	Content Summit (June 18-21)  News, Digital and Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformational journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	4	Director of Sales News Director Dig Content Director General Manager
16	7/24/2018	Participation in events sponsored by community groups	Guest speaker at YMCASummer STEM Program. Spoke to the students about Science, personal career path, weather, and TV News.	1	Meteorologist
17	8/1/2018	Establishment of a mentoring program	Employees participated in Drone Observer Training hosted by the Station.	2	Producer Photographer
18	8/13/2018	Establishment of training programs for station personnel	August 13-31, 2018 Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	123	All Employees
19	8/14/2018	Establishment of training programs for station personnel	August 14- 16, 2018 TEGNA Innovation Summit –Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	3	Journalist Producer Anchor

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20	8/16/2018	Participation in other activities designed by the station employment unit	Hosted students from Lockport Community TV Summer Program to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast.	1	Station & Community Coordinator
21	10/11/2018	Establishment of training programs for station personnel	Ethics and Conflict of Interest training. TEGNA will always follow the law, behave ethically and avoid conflicts of interest. Correct ethical and legal conduct is particularly at the heart of the operation of a company engaged in communications with and on behalf of the public. This is especially important as TEGNA pursues a mission of providing trusted news and information and actively supporting the people and business in the communities we serve.	123	All Employees
22	10/15/2018	Participation in events or programs sponsored by educational institutions	Guest speaker at Canisius College. Spoke to the students enrolled in the Introductory Journalism class about their unique role at the television station, social media and the use of YouTube as well as their outlook for news of the future.	1	Anchor
23	10/18/2018	Establishment of a mentoring program	Multi-skilled Journalist Training was offered to the newer staff members. Training entailed specific editing and shooting software applications that will enhance their MSJ skills.	2	MSJ MSJ
24	11/6/2018	Participation in events or programs sponsored by educational institutions	Invited as a class speaker at North Tonawanda High School. Spoke to students about Media and public speaking that incorporated video, standup comedy and more. Spoke about current role with television station and gave advice on how to navigate the world of social media and news.	1	Anchor
25	11/12/2018	Participation in events or programs sponsored by educational institutions	Guest speaker at Canisius College. Spoke to students enrolled in the Broadcasting in America class about the role of social media in the newsroom.	1	Digital Content Director
26	11/13/2018	Participation in events or programs sponsored by educational institutions	Guest speaker at Windom Elementary School in Orchard Park. Spoke to the students about the TV station, personal career path and the broadcast industry.	1	Meteorologist

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## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
27	11/26/2018	Establishment of training programs for station personnel	All non-content employees were asked to complete TEGNA's Anti-Trust Training, a component of TEGNA's Ethics Policy. This training provided employees with the knowledge and resources they need to ensure employees follow existing laws, conduct business with the highest ethical standards and remain committed to the concept of fair dealings and free, fair and open competition.	123	All Employees
28	11/29/2018	Participation in events or programs sponsored by educational institutions	Guest participant in a "Speed Networking" event hosted by Canisius College. Students were able to rotate around to different alums and learn about what they are doing in their field of work and ask questions to learn more about the industry.	1	Producer
29	12/3/2018	Establishment of a mentoring program	Station trained the news room on the new TEGNA one platform. TEGNA One is the new Content Management System that will be used in the newsroom. All news employees were trained over the course of two days.	41	All News Staff
30	12/12/2018	Participation in events sponsored by community groups	Invited as a guest speaker for Career Day hosted by Dennis Morris Catholic High School. Spoke to students that had an interest in journalist and broadcast television about career paths available within the industry.	1	Photographer
31	12/13/2018	Participation in events or programs sponsored by educational institutions	Invited as a guest virtual speaker at Wissahickon Middle School in Ambler, PA. Spoke to the sixth grade class, via Skype, about career path and the television station, news and weather.	1	Meteorologist
32	1/9/2019	Establishment of training programs for station personnel	TEGNA Provided Kronos Mobile training for all Employees and Managers. The classes covered instructions on how to install and use the mobile application. Two webinars were offered on June 6, 2018 and June 7, 2019. Two webinars were offered on June 20, 2018 and June 21, 2018.	123	All Employees