3030EEO Public File Report

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WICZ-DT, Binghamton, NY

EEO Public File Report Part 1

Reporting Cycle: 2/1/2022 - 1/31/2023

Full-Time Positions Filled

Requisition	Date Opened	Hire Date	Recruitment Source	Interviewed
Weekend Meteorologist	9/21/2021	6/1/2022	Internal	5
Chief Meteorologist	1/21/2022	3/7/2023	Corporate Website	3
Assignment Editor	1/16/2022	2/11/2023	Corporate Website	3
Weekend News Anchor/ MMJ	3/21/2022	5/16/2022	Corporate Website	5
Multimedia Journalist	3/21/2022	5/2/2022	Internal	6
Weekday News Anchor	4/8/2022	11/17/2022	Internal	6
Multimedia Journaist	4/12/2022	9/6/2022	Handshake	5
Account Executive	7/1/2022	11/28/2022	Internal	1
Production Assistant	8/24/2022	9/26/2022	Internal	2
News Editor	8/24/2022	9/19/2022	Internal	2
Newscast Director/ TD	8/29/2022	10/28/2022	Internal	2

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WICZ-TV Binghamton, NY

EEO Public File Report Part 2

Reporting Cycle: 2/01/2022 - 1/30/2023

Recruitment Sources Used for All Openings

Recruitment Source	Contact	Address	Entitled to Notification	# Interviews
Directly Sourced by CMG Recruiter	CMG Recruiter	6205 Peachtree Dunwoody Rd Atlanta, GA 30328 800-367-5690	N	15
Indeed Internet - www.indeed.com	Internet Posting	7501 N Capital of Texas Highway Austin, TX 78731 800-462-5842	N	0
LinkedIn	Internet Posting	605 W Maude Avenue Sunnyvale, CA 94085 Internet - www.linkedin.com/	N	4
Broadbean Job Distribution	CMG Recruiter	6205 Peachtree Dunwoody Rd Atlanta, GA 30328 800-367-5690	N	0
Circa	State Job Boards/Diversity Job Boards Internet Posting	1000 N.Water Street Suite 1200 Milwaukee, WI 53202 800-984-3775	N	0
ZipRecruiter	Internet Posting	604 Arizona Avenue Santa Monica, CA 90401 877-252-1062	N	0
Cox Media Group or CMG Employee Network	CMG Career Sites (Internal/external)	6205 Peachtree Dunwoody Rd Atlanta, GA 30328 800-367-5690	N	1
Penn State University	Robert Martin	208D Carnegie Building University Park, PA 16802 814-865-2377	N	1
SUNY Geneseo Career Services	Kim Wilcox	Blake A104 1 College Circle Geneseo, NY 14454 585 245-5721	N	0
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222 716-878-4201	N	0
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945 607-753-4715	N	0
University of Scranton Job Placement	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510 570-941-7640	N	0
NABET/CWA	Bill Murray	501 3rd Street NW Suite 880 Washington DC, 20001 202-434-1254	N	0
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East Suite 3 Endicott, NY 13760 518-457-9000	N	0

Broome-Tioga BOCES	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	N	0
		605-763-3300		
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	N	0
		607-777-2400		
Greater Binghamton Chamber of Commerce	Kathy Murphy	5 S. College Drive Binghamton, NY 13905	N	0
		607-772-8860		
TV Jobs	Internet	P.O. Box 4116 Oceanside, CA 92052	N	1
		800-374-0119		
Ithaca College Career Services	John Fraccia	953 Danby Road Ithaca, NY 14850	N	0
		607-274-3365		
SUNY Broome	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	N	0
		607-778-5207		
University of Pittsburg Career Services	Barbara Juliussen	224 William Pitt Union Pittsburg, PA 15260	N	0
		412-383-4473		
YouTube	Internet	901 Cherry Avenue San Bruno, CA 94066	N	2
Internet - www.youtube.com		800-419-0157		
Handshake	Internet	225 Bush Street Ste 1200 San Francisco, CA 94104	N	2
	No Phone Available -	Internet - www.handshake.com		
Twitter	Internet	1355 Market Street Suite 900 San Francisco, CA 94103	N	0
	No Phone Available -	Internet - www.twitter.com		
WICZ Website	Internet	4600 Vestal Parkway E. Vestal, NY 13850	N	2
Internet - www.wicz.com		607-770-4040		
Internal Referrals	Employees	4600 Vestal Parkway E. Vestal, NY 13850	N	10
		607-770-4040		

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Recruitment Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
	Ongoing	BOCES Trade Committee	News Director serves on the Broome-Tioga BOCES Video Production Advisory Panel. In addition to twice yearly meetings, the station hosts station visits, provides input on new technology and coordinates internships.	Participant	News Director
	Ongoing	Training Program	The Employment Unit, in cooperation with National Association of Broadcast Employees and Technicians (NABET) Local 26, has developed a training program for current personnel, designed to enable them to acquire skills that could qualify them for higher-level positions. Our recently hired news department personnel received training in the program during the period covered by this report. The program is conducted by NABET personnel using WICZ-TV equipment, and teaches the technical skills required for advancement both inside and outside of the WICZ-TV employment unit.	Sponsored	Operations Manager
	Ongoing	Circa	CMG has agreement to post all external job openings through Circa, which posts on state and diversity job boards.	Broad Outreach	
	February 25, 2022	Binghamton University Spring 2022 VIRTUAL Job and Internship Fair	News Director serves on the Broome-Tioga BOCES Video Production Advisory Panel. In addition to twice yearly meetings, the station hosts station visits, provides input on new technology and coordinates internships.	Job Fair	News Director Sports Director
	March 21, 2022	Penn State: Success in the City Virtual Career Fair	Participated in Penn State's Spring Career Fair to discuss and future opportunities at the station.	Job Fair	News Director Sports Director
	March 30-31, 2022	CCA Reverse Career Fair	Fox 40 hosted a virtual booth and met with students from New College of Florida, Ringling College of Art and Design, State College of Florida and the University of South Florida	Job Fair	News Director
	April 5, 2022	CCFCC 2022 Virtual Employer Experience	Fox 40 Participated in a career fair with twelve colleges and universities. from Central Florida to discuss current and future opportunities	Job Fair	News Director
	April 6, 2022	Spring 2022 Seton Hall University Virtual Internship and Job Fair	Fox 40 Participated in a career fair at Seton Hall University to discuss current and future opportunities	Job Fair	News Director
	Ongoing	NYSBA Scholarship Program	The station is a member of the New York State Broadcasters which offers paid internships for students studying broadcasting.	Scholarship Program	General Manager