

WBNG-TV
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

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
Multimedia Journalist	1-7, 12-20, 22-23, 25-35, 37-43	31
Chief Photographer	1-7, 12-20, 22-23, 25-35, 37-43	14
Evening News Anchor	1-7, 12-13, 15-20, 22-23, 25-35, 37-43	31
Videographer/Editor	1-7, 12-13, 15-20, 22-23, 25-35, 37-43	31
Multimedia Journalist	1-7, 12-13, 15-20, 22-23, 25-43	36
Newscast Producer	1-7, 12-13, 15-20, 22-23, 25-35, 37-43	13
Morning News Anchor	1-7, 12-13, 15-20, 22-23, 25-35, 37-43	13
Sports Director	1-7, 12-13, 15-20, 22-35, 37-43	24
Multimedia Journalist	1-7, 12-20, 22-23, 25-35, 37-43	14
Host/Producer	1-8, 12-13, 15-20, 22-23, 25-35, 37-43	8
Newscast Producer	1-7, 12-13, 15-20, 22-23, 25-31, 33-35, 37-43	13
Multimedia Journalist	1-7, 11-13, 15-20, 22-23, 25-35, 37-43	11
Multimedia Journalist	1-7, 11-13, 15-20, 22-23, 25-35, 37-43	11
Executive Producer	1-7, 9, 11-13, 15-20, 22-23, 25-35, 37- 43	9
Creative Services Producer	1-8, 11-13, 15-20, 22-23, 25-35, 37-43	8
Creative Services Producer	1-8, 11-13, 15-20, 22-23, 25-35, 37-43	8
Creative Services Producer	1-8, 11-13, 15-20, 22-23, 25-35, 37-43	13
Newscast Director	1-7, 11-13, 15-20, 22-23, 25-35, 37-43	31
Newscast Producer	1-7, 11-13, 15-17, 20, 22-23, 25-28, 30- 34, 37, 40-42	31
Account Executive	1-8, 11-13, 15-17, 20-23, 25-28, 30-34, 37, 40-42	8
Newscast Producer	1-7, 10-13, 15-17, 20, 22-23, 25-28, 30- 34, 37, 41-42	11
Sales Assistant	1-7, 10-13, 16-17, 20, 22-23, 25-28, 30- 34, 37, 41-42	10
Morning News Anchor	1-8, 11-13, 16-17, 20, 22-23, 25-28, 30- 34, 37, 41-42	8
Master Control Operator	1-7, 10-13, 16-17, 20, 22-23, 25-28, 30- 33, 37, 41-42	10

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Videographer/Editor	1-7, 10-13, 16-17, 20, 22-23, 25-28, 30-33, 37, 41-42	10

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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	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	0
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
6	Community Options Inc. 182 State Street Binghamton, New York 13901 Phone : 607-722-5971 Url : http://www.comop.org Email : Jill.LoVuolo@comop.org Jill LoVuolo	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
7	Country Valley Industries 125 Cutler Pond Road Binghamton, New York 13905 Phone : 607-723-8361 Url : http://www.cvipackaging.com Email : dcarson@achieveny.org Debra Carson	Y	0
8	Current Employee	N	9
9	Current Employee - Transfer/Promotion	N	1
10	Employee Referral	N	7
11	Gray Television 4370 Peachtree Road NE Atlanta, Georgia 30319 Phone : 3136223323 Diane Douglas Manual Posting	N	15
12	Gray- Lesley VanNess 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3418 Email : lesley.vanness@gray.tv Lesley VanNess	N	3
13	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 203-564-2420 Url : www.indeed.com Victoria LaBella Manual Posting	N	24
14	Internal Candidate	N	3
15	KBJR - Jennifer Schuldt 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Url : http://www.kbjr.com Email : jschuldt@kbjr6.com Jennifer Schuldt	N	0

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16	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0
17	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
18	KVOA- Angela Betzhold PO Box 5188 Tucson, Arizona 85703 Phone : 520-884-4601 Email : abetzhold@kvoa.com Angela Betzhold	N	0
19	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
20	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
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
24	Other Source	N	1
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	2
28	University of Colorado Boulder Folsom Stadium Suite 110 Boulder, Colorado 80309 Phone : 303-492-5480 Email : christine.mahoney@colorado.edu Christine Mahoney	Y	0
29	WAOW - Aimee Paszkot 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : http://www.waow.com Email : apaszkot@waow.com Aimee Paszkot	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
30	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	0
31	WBNG Website 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7262 Url : http://www.wbng.com Kate Garger Manual Posting	N	7
32	WEEK 2907 Springfield Rd. Peoria, Illinois 61611 Phone : 309-698-3784 Email : mshawgo@week.com Mary Shawgo	N	0
33	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
34	WHIG- Christina Wilson PO Box 909 Quincy, Illinois 62306 Phone : 217-221-3409 Email : cbwilson@qni.biz Christina Wilson	N	0
35	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
36	Word of Mouth Referral	N	1

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37	WPTA 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : vsundquist@wpta21.com Val Sundquist	N	0
38	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
39	WSIL- Bethany Tanner 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 618-956-9184 Email : btanner@wsilte.com Bethany Tanner	N	0
40	WSJV- Amber Moubray PO Box 28 South Bend, Indiana 46624 Phone : 574-343-5350 Email : amoubray@quincymedia.com Amber Moubray	N	0
41	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	1
42	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
43	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			75

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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	2/1/2021	Establishment of an intern program designed to assist members of the community	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. The station hosted one Quintern student internship during Winter 2021, four Quintern student internships during Summer 2021, and one Quintern student internship during the Fall 2021. The intern students' schools and majors were as follows: Syracuse University- Broadcast & Digital Journalism (2), Syracuse University- English, Ithaca College- Television & Radio, and Binghamton University- Anthropological Perspectives.	2	News Director Marketing Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	2/1/2021	Establishment of training programs for station personnel	The station's parent company, Quincy Media, Inc., has made available to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. As of June 30, 2021, all employees at the station were required to participate in a session entitled "Diversity & Inclusion Series: Creating an Inclusive Workplace." As of July 30, 2021, all employees at the station were required to participate in a session entitled "Harassment & Diversity."	55	various managers
3	3/4/2021	Participation in events or programs sponsored by educational institutions	On Thursday, March 4, 2021 WBNG participated in a virtual school visit via Zoom. Chief Meteorologist Howard Manges spoke to a group of home-schooled children about his job and weather. The children asked questions about weather events and meteorology tools.	1	Chief Meteorologist
4	3/10/2021	Participation in Job Fairs	On Wednesday, March 10, 2021 WBNG participated in a virtual job fair hosted by the Tioga County Chamber of Commerce and Tioga County Career Center. The job fair ran from 10am to 2pm and job seekers visited participants' virtual "booths" and could speak to company representatives via chat texts or video. WBNG had about 40 job seekers visit the virtual booth to take a look at job openings. WBNG representatives spoke to about 15 individuals about job opportunities at WBNG. Approximately 10 resumes were collected.	1	Office Manager/HR

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	3/24/2021	Provision of training to management	On Wednesday, March 24, 2021, WBNG participated in a webinar presented by the New York State Broadcasters Association. A representative from Wilkinson Barker Knauer law firm reviewed the FCC's obligations for broadcasters and discussed how stations can meet the EEO obligations while still maintaining social distancing due to the Covid pandemic. Other topics discussed were wide dissemination of job openings, outreach activities, and employee training.	1	Office Manager/HR
6	4/29/2021	Participation in Job Fairs	On Thursday, April 29, 2021 WBNG participated in a virtual job fair. HR Manager Kate Garger and News Director Josh Harvison participated in Syracuse University's recruitment event for students. One-on-one appointments were made by the students and WBNG representatives spoke to them via 15-minute live video chats. The event ran 5 -8pm and students could learn more about WBNG's paid internships and also current job opportunities. We spoke to 10 students and collected resumes.	2	News Director Office Manager/HR
7	6/2/2021	Participation in events or programs sponsored by educational institutions	On Wednesday, June 2, 2021 WBNG participated in a school visit. News Anchor Scott Sasina visited TJ Watson Elementary School in the Union-Endicott school district to read to 2nd and 5th grade students as part of the district's Summer Reading Kickoff program. After reading to the students, Scott spoke to the children and answered questions about his job as a news anchor and about careers in the broadcasting field.	1	Anchor

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8	6/16/2021	Provision of training to management	On Wednesday, June 16, 2021, WBNG participated in a webinar. Administrative & Human Resources Manager Kate Garger attended the webinar presented by local law firm Hinman, Howard & Kattell. Various topics were discussed, including guidance and updates pertaining to the EEO Commission. The presentation ran from 12pm to 1pm and participants were given the opportunity to ask questions.	1	Office Manager/HR
9	6/24/2021	Provision of training to management	On Thursday, June 24, 2021 WBNG participated in a webinar. HR Manager Kate Garger participated in the virtual event presented by Kantola Connects. The title was "The DEI Journey: Managing Resistance and Finding Opportunities." Topics discusses included how to increase diversity, encourage inclusion, overcoming employee resistance and how to create a DEI (Diversity, Equity, Inclusion) plan.	1	Office Manager/HR
10	7/14/2021	Participation in events or programs sponsored by educational institutions	On Wednesday, July 14, 2021 WBNG participated in a school visit. Meteorologist Jason Doris visited the Johnson City Elementary School to speak to students attending a summer camp. There were approximately 10 children aged 9-11, and Jason spoke to them about the weather and about his career as a meteorologist. He also handed out some WBNG logo merchandise to the kids, such as frisbees and mini highlighters.	1	Meteorologist
11	8/25/2021	Participation in Job Fairs	On Wednesday, August 25, 2021 WBNG participated in a job fair hosted by the Tioga County Chamber of Commerce and Tioga County Career Center. The job fair ran from 10am to 2pm and job seekers visited participants' tables and could speak to company representatives. WBNG staff spoke to about 15 individuals about job openings and opportunities at WBNG. Approximately 5 resumes were collected.	1	Office Manager/HR

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12	9/9/2021	Participation in Job Fairs	On Thursday, September 9, 2021 WBNG participated in a job fair hosted by the Greater Binghamton Chamber of Commerce and Broome-Tioga Work Force. The job fair ran from 2pm to 6pm and job seekers visited participants' tables and could speak to company representatives. WBNG staff spoke to about 20 individuals about job openings and opportunities at WBNG. Approximately 10 resumes were collected.	1	Office Manager/HR
13	10/1/2021	Participation in Job Fairs	On Friday, October 1, 2021 WBNG participated in a virtual job fair. HR Manager Kate Garger participated in Syracuse University's recruitment event for students. One-on-one appointments were made by the students and WBNG representatives spoke to them via 15-minute live video chats. The event ran 1-5pm and students could learn more about internships and also current job opportunities. We spoke to 15 students and collected resumes.	1	Office Manager/HR
14	10/7/2021	Participation in events or programs sponsored by educational institutions	On Thursday, October 7, 2021 WBNG participated in a school visit. Senior Reporter Josh Rosenblatt visited Binghamton University and spoke to students in a civic engagement class. Josh was the lead reporter on all election stories at WBNG and he spoke to the students about the New York elections he covered, the New York 22nd Congressional race, and his career as a broadcast journalist. Josh also answered questions from the students about these topics.	1	Senior Reporter

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15	10/8/2021	Establishment of training programs for station personnel	The station's new parent company, Gray Television, Inc., has made available to the station a workplace training course (video module) created by Will Interactive. The module is intended to educate employees (1-hr course) and managers (2-hr course) about anti-sexual harassment in the workplace. All personnel at the station are required to participate in anti-sexual harassment training each year per New York State. The module is interactive with questions and choices throughout. Certificates of completion are maintained for all employees. As of October 25, 2021, all employees at the station were required to participate in a session entitled "2021 Anti-harassment Training for Employees."	55	various managers
16	11/2/2021	Participation in events sponsored by organizations representing the community	On Tuesday, November 2, 2021 WBNG participated in a virtual meeting via Zoom. The event was presented by the New York State Broadcasters Association and ran 12-1pm. College students from all over New York State participated to learn about the broadcasting industry. News Director Josh Harvison and General Sales Manager Darin DiPiazza, who are both on the NYSBA Futures Committee, presented to the students and spoke about different career opportunities within the broadcasting field.	2	News Director General Sales Manager
17	12/30/2021	Participation in Job Fairs	On Thursday, December 30, 2021 WBNG participated in a job fair. Office Manager Kate Garger participated in the Greater Binghamton Chamber of Commerce's "Project Homecoming" job fair at the Oakdale Mall on behalf of WBNG. The event ran 11am-3pm and members of the community could stop by the WBNG table to learn more about current job openings and career opportunities. Approximately 10 resumes were collected.	1	Office Manager/HR