

WBNG-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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, 11, 13-25, 27-33, 35-40	11
Multimedia Journalist	1-7, 11, 13-25, 27-33, 35-40	11
Multimedia Photographer	1-7, 13-25, 27-33, 35-40	29
Multimedia Journalist	1-7, 13-25, 27-40	13
Multimedia Journalist	1-7, 13-25, 27-40	22
Meteorologist/Multimedia Journalist	1-7, 13-33, 35-40	22
Account Executive	1-7, 13-33, 35-40	13
Account Executive	1-7, 13-33, 35-40	29
Director	1-7, 11, 13-40	29
Evening News Anchor	1-7, 10, 12-33, 35-40	10
Sports Multimedia Journalist	1-8, 13-33, 35-40	8
Morning News Anchor	1-7, 12-33, 35-40	25
Creative Services Producer	1-7, 13-33, 35-40	29
Master Control Operator	1-7, 9, 13-33, 35-40	9
Newscast Director	1-5, 8, 11, 13-33, 35-40	11
Master Control Operator	1-5, 7-8, 13-33, 35-40	29

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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 : amanda.rick@comop.org Amanda Rick	Y	0

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7	Country Valley Industries 125 Cutler Pond Road Binghamton, New York 13905 Phone : 607-723-8361 Url : http://www.cvipackaging.com Email : dhogan@achieveny.org David Hogan	Y	0
8	Current Employee	N	4
9	Current Employee - Transfer/Promotion	N	1
10	Current Employee/Internal Promotion	N	1
11	Employee Referral	N	4
12	Employment Agency	N	2
13	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 203-564-2420 Url : www.indeed.com Victoria LaBella Manual Posting	N	18
14	KBJR - Kayla Martin 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Url : http://www.kbjr.com Email : kmmartin@kbjr.com Kayla Martin	N	0
15	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0
16	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0

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17	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
18	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
19	New Jersey Herald- Robin Fichter PO Box 10 Newton, New Jersey Phone : 973-383-1170 Email : rfichter@njherald.com Robin Fichter	N	0
20	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
21	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
22	QMI- Lesley VanNess 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley VanNess	N	3

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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	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
24	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
25	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	3
26	University of Colorado Boulder (became entitled 2/20/18) Folsom Stadium Suite 110 Boulder, Colorado 80309 Phone : 303-492-5480 Email : christine.mahoney@colorado.edu Christine Mahoney	Y	0
27	WAOW - Kelly Fuller 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : http://www.waow.com Email : kfuller@waow.com Kelly Fuller	N	0
28	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	1

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29	WBNG Website 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7262 Url : http://www.wbng.com Kate Garger Manual Posting	N	11
30	WEEK 2907 Springfield Rd. Peoria, Illinois 61611 Phone : 309-698-3784 Email : ttesch@week.com Teddi Tesch	N	0
31	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
32	WHIG- Christina Wilson PO Box 909 Quincy, Illinois 62306 Phone : 217-221-3409 Email : cbwilson@qni.biz Christina Wilson	N	0
33	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	1
34	Word of Mouth Referral	N	2
35	WPTA 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0

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36	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
37	WSJV- Amber Moubray PO Box 28 South Bend, Indiana 46624 Phone : 574-343-5350 Email : amoubray@quincymedia.com Amber Moubray	N	0
38	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	1
39	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
40	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			52

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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	2/1/2018	Establishment of an intern program designed to assist members of the community	<p>WBNG offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of journalism, broadcasting, communications and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital information. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of Interns. Each Quintern is assigned a mentor and there is curriculum for each position.</p> <p>For the Spring/Summer semesters, WBNG welcomed four interns. The first was an English major at Binghamton University, the second was also an English major at Binghamton University with a minor in cinema, the third was a meteorology major with a concentration in Broadcasting at Millersville University, and the fourth was a Communications major at SUNY Cortland.</p>	1	News Director
2	2/23/2018	Participation in events or programs sponsored by educational institutions	On Friday, February 23, 2018, WBNG hosted a visit and tour by Spencer Van Etten High School students. The approximately 20 students toured the facility including the newsroom, master control, production control, and the studio. Content Manager David Hermanovitch conducted the tour and answered questions. The students then watched the live broadcast of 12 News at Noon and Around the Tiers from 12-12:30pm in the studio. The students were also able to speak with morning anchor Claire Kerr, Around the Tiers host/producer Kara Conrad, and meteorologist Brian Schroeder.	4	Content Manager Anchor Host/Producer Meteorologist

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3	3/6/2018	Participation in events or programs sponsored by educational institutions	Sports Reporter Tyler Feldman visited AF Palmer Elementary School in Windsor, NY to participate in their PARP (Parents as Reading Partners) program. He read a book aloud to the entire student body in the auditorium. Tyler also spoke to the children about his background, education, and his job as a sports reporter to show how reading is important to his career.	1	Sports Reporter
4	3/23/2018	Participation in events or programs sponsored by educational institutions	On Friday, March 23, 2018, WBNG Sports Director Larry Burneal attended the Woodrow Wilson Elementary School's "Hopes and Dreams Career Fair." Approximately 450 students from Kindergarten to 5th grade attended the career fair and Larry spoke to them about jobs in the broadcast journalism field. Larry also brought a camera and a microphone and gave students a chance to see what it is like to be a reporter.	1	Sports Director
5	3/28/2018	Participation in events or programs sponsored by educational institutions	On Wednesday, March 28, 2018, Producer/Host Kara Conrad visited Homer Central School to speak to junior and senior high school students about broadcast journalism. Kara was able to share her experiences with producing and hosting her show, Around the Tiers, which airs 5 days per week, and really help the students understand what goes into being a journalist.	1	Producer/Host
6	3/30/2018	Participation in events or programs sponsored by educational institutions	WBNG conducted a tour for Tompkins Cortland Community College on Friday, March 30, 2018. Approximately 20 students attended. The group received a tour of the station, then watched the live newscast and Around the Tiers from 12-12:30pm from the atrium and the studio. Producer/Host Kara Conrad conducted the tour and answered questions about WBNG and its broadcast operations.	1	Producer/Host

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	4/11/2018	Participation in Job Fairs	On April 11, 2018 WBNG participated in the Syracuse University Career Fair. Quincy Media's Talent Acquisition Specialist, Lesley VanNess attended the multi-day event which included the career fair itself, plus time for one-on-one interviews with students. WBNG representatives included News Director John Laughrin and Multimedia Journalist Jackie Prager, who is also a Syracuse University alum. The event took place in the Schine Student Center on the college's campus. The Quincy/WBNG staff spoke to dozens of students regarding internship and job opportunities at WBNG.	2	News Director Multimedia Journalist
8	4/26/2018	Participation in events or programs sponsored by educational institutions	WBNG conducted a tour for North Rome Christian School on Thursday, April 26, 2018. Approximately 20 elementary students and 4 adults attended. The group received a tour of the station, then watched part of the live newscast at 12pm in the atrium and the studio. Content Manager David Hermanovitch guided the tour and answered questions about WBNG and its broadcast operations.	1	Content Manager
9	4/26/2018	Participation in Job Fairs	On Thursday, April 26, 2018, Kate Garger, Bob Krummenacker and John Laughrin participated in the SUNY Broome 2018 MLK Jr. Job Fair. The event was held on the SUNY Broome Community College campus and took place from 10am to 2pm. We spoke to approximately 60 students and job seekers about the available jobs WBNG has, as well as spoke about job opportunities in general at WBNG. We collected resumes from attendees interested in WBNG opportunities.	3	General Manager News Director Admin/HR Manager

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10	5/3/2018	Participation in events sponsored by community groups	On Thursday, May 3, 2018, Human Resources Manager Kate Garger participated in a one-hour webinar titled, "Attract and Retain the Best Talent." The webinar provided suggestions and ideas relating to getting the word out about job openings and how to "cast a wide net" to reach as many people as possible. By doing this, we can expect to effectively attract top talent and help retain our best employees.	1	Admin/HR Manager
11	5/17/2018	Participation in events or programs sponsored by educational institutions	On Thursday, May 17, 2018 Sports Director Larry Burneal, Chief Meteorologist Howard Manges, and Multimedia Journalist Esperanza Gutierrez visited Port Dickinson Elementary School in the Chenango Valley School District for their "Parents As Reading Partners" program. As local "celebrities", they spoke to students in multiple grade levels about who they are and their careers in broadcast journalism. Larry, Howard and Esperanza also each read books to the students as part of their reading program.	1	Sports Director Chief Meteorologist Multimedia Journalist
12	5/23/2018	Participation in events or programs sponsored by educational institutions	On Wednesday, May 23, 2018, Evening News Anchor Chloe Vincente and News Producer Steve Altieri participated in Binghamton University's career expo event. The session in which they participated was called "Journalist/Broadcast Communications." Students in 10th grade attended the career sessions in which they were most interested. Chloe and Steve talked to the students about their jobs in broadcast journalism and answered students' questions about their careers.	2	Anchor Producer

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13	5/24/2018	Participation in events or programs sponsored by educational institutions	On May 24, 2018 Multimedia Journalist Esperanza Gutierrez visited a sixth-grade class at Greene Middle School to give a presentation about her career and broadcast journalism. Esperanza created a powerpoint presentation about what it's like to be a reporter. The students had been learning about the TV world and developing their own skits for a newscast and wanted to learn more from a young professional in the business. Esperanza answered questions at the end of the presentation. There were about 60 students and staff present.	1	Multimedia Journalist
14	6/8/2018	Participation in events or programs sponsored by educational institutions	On Friday, June 8, 2018 Multimedia Journalist Esperanza Gutierrez visited AF Palmer Elementary School in the Windsor School District to participate in their Career Day. The students were in grades Pre-K through 6th grade. Esperanza showed news video clips, showed the children the WBNG website, and spoke with them about her job in broadcast journalism. She also answered questions from many of the students.	1	Multimedia Journalist
15	6/13/2018	Provision of training to management	During two full days of meetings, June 13 & 14, 2018, convened by the Station's parent company, station personnel with substantial responsibility in HR functions attended multiple sessions regarding a wide variety of employment issues including hiring practices, personnel file maintenance and other record keeping, practices in rehires, benefits, and the FCC's EEO rules. These sessions were led and moderated by a combination of outside consultants, the Company's HR Director, and outside legal counsel.	1	Admin/HR Manager

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16	7/24/2018	Participation in events or programs sponsored by educational institutions	On Tuesday, July 24, 2018, Meteorologist Brian Schroeder participated in Chenango Valley School District's summer STEAM camp program. Brian visited the camp students and discussed the weather and different tools used to forecast the weather. The students also learned about various job opportunities and careers in meteorology, as well as severe weather preparedness.	1	Meteorologist
17	8/1/2018	Establishment of an intern program designed to assist members of the community	<p>WBNG offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of journalism, broadcasting, communications and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital information. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of Interns. Each Quintern is assigned a mentor and there is curriculum for each position.</p> <p>For the Fall/Winter semesters, WBNG welcomed two interns. The first was a Politics, Philosophy and Law major with a minor in Economics at Binghamton University, and the second was a Broadcast and Digital Journalism major with a minor in Political Science, Information Management and Technology at Syracuse University.</p>	1	News Director

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18	10/25/2018	Participation in events or programs sponsored by educational institutions	On Thursday, October 25, 2018, Meteorologist Brian Schroeder participated in Theodore Roosevelt Elementary School's "Family Safety Night" in the Binghamton School District. Students in grades Kindergarten through 6th grade and their parents visited tables with different companies and organizations that help the public stay safe. Brian talked about his job in broadcast meteorology, and how he and the other meteorologists at WBNG keep the viewers informed when severe weather occurs.	1	Meteorologist
19	12/27/2018	Participation in Job Fairs	On Thursday, December 27, 2018, WBNG participated in the Greater Binghamton Chamber of Commerce "Project Homecoming Job and Career Fair" at the Oakdale Mall from 12-4pm. Administrative/Human Resources Manager Kate Garger, General Sales Manager Darin Di Piazza, and Production Supervisor Chris Miller attended and spoke to approximately 65 people about job and internship opportunities at WBNG. We collected resumes from attendees interested in WBNG opportunities.	3	Admin/HR Manager General Sales Manager Production Supervisor
20	1/24/2019	Participation in events or programs sponsored by educational institutions	On Thursday, January 24, 2019, Howard Manges visited Chenango Forks School District to speak to Kindergarten students. WBNG's chief meteorologist spoke to a group of approximately 90-100 students on various topics, such as how he creates a weather forecast using radar, satellite and weather models, and what a rain gauge does. He showed them his own rain gauge and also showed them a video on how tornadoes form. Howard answered several questions at the end of his presentation.	1	Chief Meteorologist