

**EEO PUBLIC FILE REPORT**

**Reporting Period:** February 1, 2020 - January 31, 2021

**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
<b>Common Sources</b>					
C1	Employee Referral				11
C2	Internal Candidate / WorkLife				10
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			9
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		27
C130	Face-to-face Networking				
C131	Agency/Search Firm				2
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		8
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	
C177	AAJA	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C180	rtdna	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	
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	4
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	

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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	
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	Womans Careers	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	

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C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	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	1
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	1
C1515	Allegheny Co. Employment and Training One Stop Center - - 7 Wells Lane (alleghenyent@alleghenyco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1516	Allegheny County Employment and Training Center - Jerry Garmong - 7 Wells Lane (alleghenyent@alleghenyco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1517	Allegheny County Employment and Training One Stop Center - - 7 Wells Lane (alleghenyent@alleghenyco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1518	Buffalo Educational Opportunity Center - - 465 Washington Street (cp55@buffalo.edu)	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/NYS DOL - 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	
C1528	Everywoman Opportunity Center, Inc - Myrna Steele - 237 Main Street (ewocbuf@everywoman.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1529	Genesee County Career Center - Batavia - - 587 East Main Street, Suite 100, Eastown Plaza (benjamin.cooper@labor.ny.gov)	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	
C1532	Goodwill Industries of WNY - Barbara Gruppo - 1119 William Street (barbara@goodwillwny.org)	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	

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C1534	Martha Mitchell Center - - 175 Oakmont Avenue (cscheff@buffalo.edu)	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	
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	EARN	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	

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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	1
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	
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	
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	
<b>Local Sources</b>					
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 5/6/20	Lynn M Rogers rogerslm@buffalostate.edu <a href="https://app.purplebriefcase.com/pbe/myJobs/view/published">https://app.purplebriefcase.com/pbe/myJobs/view/published</a>		
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		

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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		
<b>Total Number of Interviewees Referred:</b>				<b>78</b>	

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Integrated [JR023655]	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, C1518, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1528, C1529, C1530, C1531, C1532, C1533, C1534, 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, L13, L14, L18, L20, L24, L26, L27, L29, L30, L31, L32, L33, L34, L35, L36, L37, L40, L42, L44, L45, L47, L48	Code Number: C1 Start Date: 2020-10-21
Client Content Producer/Host [JR022700]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C1518, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1528, C1529, C1530, C1531, C1532, C1533, C1534, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, L13, L14, L18, L20, L22, L24, L26, L27, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L40, L42, L44, L45, L47, L48	Code Number: C97 Start Date: 2020-04-06
Client Content Producer/Host [JR024330]	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, C1518, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1528, C1529, C1530, C1531, C1532, C1533, C1534, 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, L14, L18, L20, L22, L23, L24, L26, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L40, L42, L44, L45, L48	Code Number: C131 Start Date: 2021-01-18
Dir, Creative Services [JR023651]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C1518, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1528, C1529, C1530, C1531, C1532, C1533, C1534, 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, L13, L14, L18, L20, L24, L26, L27, L29, L30, L31, L32, L33, L34, L35, L36, L40, L42, L44, L45, L48	Code Number: C1 Start Date: 2020-10-12

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Exec Producer [JR022820]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, 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, C1518, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1528, C1529, C1530, C1531, C1532, C1533, C1534, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, L14, L18, L20, L22, L24, L26, L27, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L40, L42, L44, L45, L48	Code Number: C2 Start Date: 2020-03-02
Exec Producer [JR023445]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, C180, 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, C1518, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1528, C1529, C1530, C1531, C1532, C1533, C1534, 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, L14, L22, L27, L29, L30, L31, L34, L36	Code Number: C2 Start Date: 2020-07-01
Local Sales Manager [JR022289]	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, C1518, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1528, C1529, C1530, C1531, C1532, C1533, C1534, C1535, C1536, C1537, C1538, C1539, C1540, C1541, C1542, C1543, C1544, C1545, C1546, C1547, C1548, C1549, C1550, L13, L14, L18, L20, L22, L24, L26, L27, L29, L30, L31, L33, L34, L35, L36, L37, L38, L40, L42, L44, L45, L48	Code Number: C134 Start Date: 2020-03-11
Maintenance Engineer II [JR023444]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C1518, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1528, C1529, C1530, C1531, C1532, C1533, C1534, 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, L14, L22, L27, L29, L30, L31, L36, L40	Code Number: C134 Start Date: 2020-08-24



**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]
Multimedia Journalist [JR024318]	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, C1518, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1528, C1529, C1530, C1531, C1532, C1533, C1534, 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, L14, L18, L20, L24, L26, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L40, L42, L44, L45, L48	Code Number: C2 Start Date: 2021-01-04
Photographer II [JR023644]	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, C1518, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1528, C1529, C1530, C1531, C1532, C1533, C1534, 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, L13, L14, L18, L20, L24, L26, L27, L29, L30, L31, L32, L34, L35, L36, L42, L45, L48	Code Number: C3 Start Date: 2020-09-14
Producer [JR023209]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C1518, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1528, C1529, C1530, C1531, C1532, C1533, C1534, 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, L14, L18, L20, L22, L24, L26, L27, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L40, L42, L44, L45, L48	Code Number: C3 Start Date: 2020-05-11
Real-Time Editor [JR024056]	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, C1518, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1528, C1529, C1530, C1531, C1532, C1533, C1534, 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, L9, L13, L14, L18, L20, L22, L23, L24, L26, L27, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L40, L42, L43, L44, L45, L47, L48	Code Number: C2 Start Date: 2020-12-07

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>3/4/2020 Attended job fair State University of New York at Fredonia State. The hiring Managers that attended are Rob Heverling, News Director, and Megan Erbacher, Digital Director.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>11/10/2020 Katie Morse, MMJ and anchor, attended a career day virtually for a local high school, Williamsville East.</p>
	<p>11/24/2020 Hannah Buehler, MMJ and anchor, spoke virtually to a communication class about being a journalist. Hannah spoke about different broadcast careers and how she ended up as an MMJ/anchor. She spoke about the daily life of to educate students about real life and other broadcast careers.</p>
	<p>Megan Erbacher, digital director, and Rob Heverling, news director, talked to a St Bonaventure's class on 10/19/2020. It was a Zoom lecture. Megan and Rob talked about emerging trends in digital journalism. They discussed the changes in broadcast with new technology like Amazon Fire Stick, etc. and the impact it has had on the team evolving into digital and broadcast.</p>
	<p>Aaron Mason, news director, spoke to a Communications and Digital Media class at Niagara University on October 8,2020. Aaron Mason spoke to the class about the daily collaboration that exists in a TV newsroom between broadcast and digital. Aaron spoke about the importance of reaching audiences on multiple platforms, and producing content that is unique to each platform. Aaron discussed how social media is blurring the line between reputable news sources and partisan sources of information disguised as news. In addition, Aaron discussed with the class what Aaron looks for as a hiring manager from someone applying for a broadcast and digital position in our newsroom.</p>
	<p>Eileen Buckley, senior reporter, spoke at a career event at: Alden High School - Sept. 28, 2020 @ 9:00-9:30 a.m.</p>
	<p>Eileen Buckley, senior reporter, spoke at a career event at: University at Buffalo was Oct. 30, 2020 - 7 p.m. to 8 p.m.</p>

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

	<p>Eileen Buckley, senior reporter, worked directly with a Syracuse student - November 12, 2020 @ 7 p.m. to educate/train/develop them on script writing.</p>
	<p>Andy Parker, meteorologist, went to schools to educate them with the weather machine and speak to them about what his career is like as a meteorologist. February 28, 2020 Hoover Elementary Ken-Ton</p>
	<p>Andy Parker, meteorologist, went to schools to educate them with the weather machine and speak to them about what his career is like as a meteorologist. March 11, 2020 Olmsted #64. Buffalo</p>
	<p>Andy Parker, meteorologist, went to schools to educate them with the weather machine and speak to them about what his career is like as a meteorologist. MAY 2nd, 2020 Girl Scout Troop #30181 weather badge lesson</p>
	<p>Andy Parker, meteorologist, went to schools to educate them with the weather machine and speak to them about what his career is like as a meteorologist. MAY 14th, 2020 WNY Invention Convention Emcee WNYkidsInvent.com</p>
<p>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.</p>	<p>College Training Program with Syracuse University to hire graduating students for a one year program. We pay them and provide housing with additional training for one year. After the one year, they are guaranteed a job with EW Scripps and receive a sign on bonus if they accept. We had this program for all of 2020 and going forward into 2021.</p>
	<p>Public Service Announcement: The station created a public service announcement which is broadcast twice a week on a rotating schedule. The announcement advises the viewing community that interested parties are encouraged to contact the station if they wish their organization receive notices of job opportunities as they become available.</p>