

**EEO PUBLIC FILE REPORT**

**Reporting Period:** February 1, 2019 - January 31, 2020

**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				13
C2	Internal Candidate / WorkLife				6
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			22
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		34
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C115	Media Line	P.O. Box 51909 Pacific Grove, CA 93950	www.medialine.com		
C130	Face-to-face Networking				3

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C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			1
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		42
C160	Society of Broadcast Engineers				
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C169	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
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	
C175	Flexjobs_Batch	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C176	TheLadders	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	
C178	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C179	nahj	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	
C182	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	2
C183	LinkedIn_Slots	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C191	GlassDoor	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C192	LinkedIn_Slots	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	
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	
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	

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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	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	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	
C232	Central Kentucky Job Center - Lexington - - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	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	4

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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	
C1515	Allegany Co. Employment and Training One Stop Center - - 7 Wells Lane (alleganyent@alleganyco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1516	Allegany County Employment and Training Center - Jerry Garmong - 7 Wells Lane (alleganyent@alleganyco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1517	Allegany County Employment and Training One Stop Center - - 7 Wells Lane (alleganyent@alleganyco.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 Represenative) - 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/NYSDDL - 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, Easttown 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, Easttown 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	

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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	
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 (mmmlhood@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	
<b>Local Sources</b>					
L1	Baptist Ministers Conference of Buffalo	c/o Calvary Baptist Church 1184 Genesee Street Buffalo, NY 14211	Mary Watkins	716-896-9483	

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L2	The Challenger	1337 Jefferson Avenue Buffalo, NY 14208		716-881-1051	
L3	The Criterion	623-625 William Street Buffalo, NY 14206		716-853-2973	
L4	ECC Cast Program	121 Ellicott Street Room 130 Buffalo, NY 14203		716-851-1230	
L5	Erie County Industrial Development Agency (ECIDA)	95 Perry Street 4th Floor Buffalo, NY 14202	John Cappellino	716-856-6525	
L6	Family Self-Sufficiency Program Rental Assistance Corporation of Buffalo	470 Franklin Street Buffalo, NY 14202	Khalimah A. Halim, Coordinator	716-882-0063 x128	
L7	Hispanics United of Buffalo	254 Virginia Street Buffalo, NY 14201	Iris Alicea	716-856-7110	
L8	Mt. Olive Workforce Readiness Ministry	701 East Delavan Avenue Buffalo, NY 14215	Minister Gillison	716-895-7494 716-895-7619 (fax)	
L9	Native American Community Services	1005 Grant Street Buffalo, NY 14207	Michael Martin		
L10	Niagara Falls Gazette	310 Niagara Street Niagara Falls, NY 14303	Greg Ross	716-284-9944 716-282-2311	
L11	Progressive National Baptist Convention	St. John Baptist 184 Goodell Street Buffalo, NY 14204	Rev. Michael Chapman	716-852-4504	
L12	Turning The World Upside Down Ministries	Elim Christian Fellowship PO Box 145 Buffalo, NY 14215		716-832-7698	
L13	American Broadcasting School		Michelle McConnell michelle.radioschool.com		
L14	Buffalo State College	updated 12/27/18 updated again 5/2/19	Lynn M Rogers rogerslm@buffalostate.edu		
L16	Buffalo Urban League		Wade Smith wsmith@buffalourbanleague.org	716-250-2400	
L17	Community Action Organization of Erie County		Nathan Hare nhare@caowny.org (updated 7/30/18)		
L18	Connecticut School of Broadcasting		johnnyo@gocsb.com		
L19	Erie Community College City Campus		abbarno@ecc.edu		
L20	Genesee Community College		purplebriefcase.com		
L21	Graeme Newell		silzik@602communications.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, jbrechetti-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		
L28	Olmstead Center for Sight		lwiecek@olmsteadcenter.org Linda Wiecek		
L29	Syracuse University		app.joinhandshake.com/ (updated 7/31/18)		1
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)		
L39	Media-Match		media-match.com		
L40	New England Central		collegcentral.com/nec		
L41	NYS Department of Labor		newyork.us.jobs		
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		

**Total Number of Interviewees Referred: 138**



**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]
Account Exec, Integrated [JR020527]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C181, C191, C192, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C5 Start Date: 2019-04-01
Account Exec, Integrated [JR020646]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C192, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C134 Start Date: 2019-04-16
Assignment Editor [JR020531]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L48	Code Number: C2 Start Date: 2019-04-01
Assoc Account Exec, TV [JR021640]	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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C97 Start Date: 2020-01-06

**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]
Assoc Account Exec, TV [JR022689]	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	Code Number: C97 Start Date: 2020-01-13
Creative Services Tech IV [JR021710]	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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L21, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C3 Start Date: 2019-11-04
Digital Sales Manager [JR021136]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C191, C192, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C2 Start Date: 2019-07-15

**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]
Dir, HR Business Partner [14979]	C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C182, C183, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C97 Start Date: 2019-03-25
Director II [JR020969]	C1, C2, C3, C5, C69, C97, C100, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C2 Start Date: 2019-07-01
General Manager, TV [JR021668]	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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C1 Start Date: 2019-10-14

**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]
Media Prep Technician [JR021313]	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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C134 Start Date: 2019-08-05
Media Prep Technician [JR021926]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C160, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C134 Start Date: 2019-10-28
Meteorologist [JR020308]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L47, L48	Code Number: C131 Start Date: 2019-03-18

**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 [14988]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C16, C26, C38, C39, C69, C97, C115, C130, C131, C132, C134, C165, C167, C170, C171, C172, C173, C174, C175, C176, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L48	Code Number: C132 Start Date: 2019-02-11
Multimedia Journalist [JR020921]	C1, C2, C3, C5, C69, C97, C100, C115, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L47, L48	Code Number: L29 Start Date: 2019-06-24
Photographer II [JR020175]	C1, C2, C3, C5, C69, C97, C100, C115, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L48	Code Number: C1 Start Date: 2019-02-04

**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]
Photographer II [JR022033]	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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L48	Code Number: C134 Start Date: 2019-11-11
Producer [JR020585]	C1, C2, C3, C5, C69, C97, C100, C115, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C175, C176, C177, C178, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L48	Code Number: C1 Start Date: 2019-04-15
Producer [JR020901]	C1, C2, C3, C5, C69, C97, C100, C115, C130, C131, C132, C134, C169, C170, C171, C172, C173, C174, C177, C178, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L48	Code Number: C3 Start Date: 2019-07-08

**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]
Sales Support Asst III [JR020264]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C3 Start Date: 2019-04-23
Sales Support Asst III [JR022031]	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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C3 Start Date: 2019-11-04
Sr Dir, Sales [JR021873]	C1, C2, C3, C5, C69, C97, C100, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C100 Start Date: 2020-01-06

**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]
Sr Reporter [JR020307]	C1, C2, C3, C5, C69, C97, C115, C130, C131, C132, C134, C170, C171, C172, C173, C174, C175, C176, C177, C179, 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, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L47, L48	Code Number: C1 Start Date: 2019-03-18



**EEO PUBLIC FILE REPORT**

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

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	3/27/19 - Niagara County Spring Career Fair - attended by Aaron Mason, Assistant News Director, Erin Collins, Local Sales Manager, and Debbie Nolan, Executive Assistant
	11/2/19 - Buffalo Broadcasters Job Fair - attended by Andrea Cline, Digital Sales Manager, Sue Dobmeier, Creative Services Director, Marc Jaromin, General Manager, Rob Heverling, News Director, Megan Erbacher, Digital Site Director, Katie Morse, Morning Anchor, and Debbie Nolan, Executive Assistant
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	2/15/19 - New York State Broadcast Association's College Outreach Program entitled "So You Want a Career" that was held at Roy H. Park School of Communications. Attended by Michael Nurse (General Manager), Aaron Mason (Assistant News Director), and Shannon Ross (Executive Producer).
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WKBW offered internships to three college students in conjunction with the New York State Broadcasting Association. The students intern in all departments for the first half of their internship and spend the second half in the department of their choice. Maximum 180 hours. Three students were sponsored during this reporting period.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	WKBW-TV sponsors the Buffalo Academy of Performing Arts High School. Each year the station instructs the school to run a contest by having students submit samples of their work as either news stories or vignettes, or to submit an essay explaining what they have learned. The top five are given to the station for judging. Two students received a monetary scholarship of \$250 each for 2019.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	2/7/19 - Katie Morse (Morning Anchor) gave a presentation at Sacred Heart Academy for Career Day.
	2/15/19 - Michael Nurse (General Manager, Aaron Mason (Assistant News Director) and Shannon Ross (Executive Producer) spoke at Ithaca College in a panel discussion titled: Producing News, Sports and Programming in the Digital Age.
	3/28/19 - Aaron Mentkowski (Meteorologist) spoke at Career Day at Discover School 43
	9/23/19 - Ashley Rowe spoke to the Junior and Senior Media Class at Buffalo Academy of Visual and Performing Arts. She spoke the broadcasting industry, what day-in-the-life is like, and showed them some of our reports.
	11/15/19 - Katie Morse spoke at Career Day at Williamsville East High School.

**EEO PUBLIC FILE REPORT**

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

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.

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.