

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2025 - January 31, 2026

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
Common Sources					
C1	Employee Referral				5
C2	Internal Candidate / WorkLife				
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			11
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		17
C130	Face-to-face Networking				
C131	Agency/Search Firm				
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		3
C181	TVJobs	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	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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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	
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	
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 - - 6 Wells Lane (alleganyent@alleganyco.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1519	Workforce Buffalo- Downtown Career Center - - 77 Broadway Street (dcc@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	

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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 - - 407 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 - - 407 Central Avenue (kgeise@chautauquaworks.com)	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/NYSOL - 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	
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	
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	
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 - - 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	

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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	
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	
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	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	
C3135	US_Diversity_Network	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
Local Sources					
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 5/11/21	Lynn M Rogers rogerslm@buffalostate.edu https://cdc.buffalostate.edu/content/employers/BengalLink_Employer_Logout.p		
L18	Connecticut School of Broadcasting		johnnyo@gocsb.com		
L20	Genesee Community College		purplebriefcase.com		

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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	
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		collegecentral.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	
L50	New York State Job Bank			
L51	Handshake - multiple local colleges & universities			
Total Number of Interviewees Referred:				37

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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, Local [JR034900]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, 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, C2424, C3135	Code Number: C97 Start Date: 2025-07-28
Account Exec, Local [JR035105]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C2424	Code Number: C97 Start Date: 2025-07-14
Director II [JR035213]	C1, C2, C3, C5, C69, C97, C130, C131, C134, C181, 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, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, 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, C2424, C3135	Code Number: C134 Start Date: 2025-11-03
Local Sales Manager [JR034656]	C1, C2, C3, C5, C69, C97, C130, C131, C134, 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, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, 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, C2424, C3135	Code Number: C1 Start Date: 2025-04-07
Multimedia Journalist [JR035383]	C1, C2, C3, C5, C69, C97, C134	Code Number: C3 Start Date: 2025-09-15

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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]
Producer [JR035551]	C1, C2, C3, C5, C69, C97, C134, C181, 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, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, 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, C3135	Code Number: C97 Start Date: 2025-12-29
Real-Time Editor [JR035630]	C1, C2, C3, C5, C69, C97, C134, C181, 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, C1519, C1520, C1521, C1522, C1523, C1524, C1525, C1526, C1527, C1530, C1531, C1533, 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, C3135	Code Number: C3 Start Date: 2025-12-08

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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.	On July 9, 2025 - July 12, 2025 Sr. News Director attending NAHJ where he met with industry professionals and spoke about career opportunities at WKBW and Scripps.
	On September 4, 2025 - September 7, 2025 Sr. News Director attending NLGJA where he met with industry professionals and spoke about career opportunities at WKBW and Scripps.
	On October 28, 2025 a Scripps Recruiter and Sr. News Director attended a Scripps Career Day event at Ithaca College where they met with students for 1:1 interviews, class presentations, viewing newscast and to discuss career opportunities at WKBW and Scripps.
	On October 29, 2025 a Scripps Recruiter, WKBW Sr. Reporter and Sr. News Director attended a Scripps Career Day event at Syracuse University where they met with students for 1:1 interviews, class presentations, viewing newscast and to discuss career opportunities at WKBW and Scripps.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WKBW offers internships in various areas of the station to students enrolled at an accredited university and in good academic standing. Interested students apply through an online posting and go through the application process. Internships are available in summer for approximately 10 weeks. Three students participated in an internship at WKBW during this reporting period. The station is fully reimbursed by the New York State Broadcasters Association.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	WKBW employees can participate in E.W. Scripps Educational Assistance Program to enable all company employees the opportunity to pursue higher education in a degree program. Based on the calendar year, the program reimburses employees for the cost of tuition and books up to \$5,250 per year.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>WKBW employees participate in E.W. Scripps Company's Career Management Program that includes training to help employees develop their career skills. In addition, all WKBW employees enjoy the opportunity to pursue career advancement through online training in stations-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill sets. This eLearning system is also used for EEO training and other mandatory compliance trainings.</p>
	<p>Google certifications in data analytics, digital marketing and ecommerce, IT support, project management and UX design are available to all employees of E.W. Scripps to pursue with interest. Opportunity is based on licenses available licenses during the course of the year.</p>
	<p>Reporter/Multimedia journalist upskilling coursework is available to news gathers employed with E.W. Scripps in developing their skills in 3 unique ways: virtual trainings, email tips and on-demand resources. Topics include: Conversational Writing, Time Management, Tips & Tricks of Basic Shot Compositions, Nat Sounds & Active Interviews and Building Relationships and Cultivating Sources. This program is designed to strengthen day-to-day reporting and storytelling abilities while also helping participants expand their professional toolkit, positioning them for greater responsibility, leadership opportunities, and long-term career advancement.</p>
<p>Establishment of a mentoring program for station personnel.</p>	<p>The company provides a Career Hub resource available to E.W. Scripps employees to empower exploration for professional growth and development. Career Hub is a tool housed within the company's HRIS systems that provides a way to explore possible careers within Scripps, as well as expand networks by finding or serving as a mentor.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>May 15, 2025 - Sports Anchor spoke with students at Starpoint High School on careers in broadcasting.</p> <p>September 30, 2025 - Station's GM spoke with students at Buffalo State University about career path, working at WKBW and leadership philosophies.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>October 1, 2025 - Station's Sr. News Director and Buffalo State University hosted college students for a tour of the news station and to discuss careers in broadcasting.</p>
	<p>October 30, 2025 - Anchor/MMJ spoke with students in a strategic communication class at a St. Bonaventure on her career and careers in broadcasting.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>On October 29, 2025 both the HR Director, Katherine Rawe, and HR Generalist, Luke Hart, attended the Ohio Association of Broadcasters (OAB) employment law webinar. Among the issues presented in the webinar were: reviewing employee handbooks and updating language to comply with recent legal changes, affirmative action and reverse discrimination claims and best practices, and accommodations in the workplace with religious accommodations and the Pregnant Workers Fairness Act.</p>
	<p>In March of 2025 station's HR team conducted Leading Effectively Through Accountability and Development (LEAD) Training for all managers. The purpose of this training is for developing and holding employees accountable for conduct and performance expectations while ensuring there is no discrimination.</p>