

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2023 - January 31, 2024

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				4
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			7
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		10
C130	Face-to-face Networking				6
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		4
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	
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	
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	

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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	
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	

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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	
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/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	

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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	
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	

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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	
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		
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:					36

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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]
JCP Participant [JR030974]	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, 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, L29	Code Number: C130 Start Date: 2023-07-24
JCP Participant [JR030975]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L29	Code Number: C130 Start Date: 2023-08-21
JCP Participant [JR030976]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L29	Code Number: C130 Start Date: 2023-06-12
JCP Participant [JR030977]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424, L29	Code Number: C130 Start Date: 2023-08-21
Local Sales Manager [JR031594]	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, 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, L14, L20, L24, L26, L29, L30, L31, L34, L35, L36, L42, L45, L48, L51	Code Number: C97 Start Date: 2023-07-31

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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]
Multimedia Journalist [JR031214]	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, 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	Code Number: C130 Start Date: 2023-07-17
Producer [JR031156]	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, 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, L14, L20, L24, L26, L29, L30, L31, L34, L35, L36, L42, L45, L48	Code Number: C3 Start Date: 2023-06-05
Sr Dir, Sales [JR031273]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C97 Start Date: 2023-05-08
Sr Reporter [JR032177]	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, 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	Code Number: C1 Start Date: 2023-10-16

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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.	Sr. News Director and Digital Director, interviewed prospective JCP Participants at the Syracuse University Newhouse School of Journalism career fair in March 2023.
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.	On-air Non-news talent participated in Buffalo Broadcasters Association Black History Panel, 2/28/23. Panel participant of African Americans in media.
	Boy Scout Troup 92, Communication Merit Badge event, discussion about journalism, attended by Meteorologist, 3/13/23.
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WKBW hosts four paid college interns per year. The station is fully reimbursed by the New York State Broadcasters Association.
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	Participation in the online platform, HANDSHAKE. This creates the opportunity for interaction with colleges, students and alumni, regardless of position openings.
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	WKBW hosts four JCP Program participants from the Syracuse University Newhouse School of Journalism each year. JCP Participants are paid and provided with housing during the course of their assignment. As a participant in the Scripps Journalism Career Program (JCP) this position reports to a News Manager and works with the News Manager, Executive Producer and/or Producers to become capable in performing the duties of the assigned position. This position is finite in nature, usually 6-8 months long. JCP Participants will learn to oversee and edit content for multiple platforms.
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	The company provides an Educational Assistance Program to enable all part-time and full-time employees the opportunity to pursue higher education. The program reimburses employees for the cost of books and tuition up to \$4000 per calendar year.
	WKBW employees have access to pursue career advancement through free Linked In learning courses, Google Career Certificates in the fields of digital marketing and e-commerce, IT support, data analytics and project management.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	First-to-mid level managers may participate in the Manager Essentials Program, which provides the foundations of good management and leadership within Scripps.
	Mid-to-higher level leaders may participate in the Emerging Leaders and Camp Joy leadership programs.
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	10/11/23, Sr. News Director and two Multimedia Journalist presented to the St. Bonaventure journalism students.
	Chief Meteorologist attended the Lewiston Porter High School Career Fair, 3/22/23.
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	The E.W. Scripps Company requires all members of management to attend "Manager and the Law" Training, which is a comprehensive four-hour course designed to provide management with a working knowledge of EEO laws, best practices and essential management skills that are key to compliance and upholding Scripps' values.
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.	Public Service Announcement: The station created a public service announcement with is broadcast on a rotating schedule twice per week. The announcement advises the viewing community that interested parties are encouraged to contact the station, and how, if they wish their organization to receive notices of job opportunities as they become available.