

WBNG-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	2-9, 12-16, 18-20, 22-23, 25-26, 28-30, 33, 35-37, 39-40	14
Producer/Reporter	2-9, 12-14, 16, 18-20, 22-23, 25-26, 28- 30, 33, 35-37, 39-40	14
Host/Producer	3-9, 11, 13-16, 18-20, 22-23, 25-31, 33, 35-37, 39-40	15
Multimedia Consultant	3-9, 13-16, 18-20, 22-23, 26-31, 33-37, 39-40	34
Multimedia Journalist	3-9, 13-14, 16, 18-20, 22-23, 26-31, 33, 35-40	38
Multimedia Journalist	3-9, 13-14, 16, 18-20, 22-23, 26-31, 33, 35-40	14
Executive Producer	3-10, 12-14, 16, 18-20, 22-23, 26-31, 33, 35-37, 39-40	10
Videographer/Editor	2-9, 11, 13-16, 18-20, 22-23, 26-31, 33, 36-37, 39-40	15
Newscast Producer	3-9, 13-14, 16, 18-23, 26-31, 33, 35-37, 39-40	35
Newscast Producer	3-9, 13-14, 16, 18-23, 26-31, 33, 35-37, 39-40	6
NEWS DIRECTOR - WBNG	1, 3-6, 8-10, 13-14, 16, 18-20, 22-23, 25-31, 33, 35-37, 39-40	1
CREATIVE SERVICES PRODUCER - WBNG	2-6, 8-9, 11-14, 16, 18-23, 26-33, 35- 37, 39-40	16
CREATIVE SERVICES PRODUCER - WBNG	2-6, 8-9, 11-14, 16, 18-23, 26-33, 35- 37, 39-40	16
NEWS ANCHOR (EVENING) - WBNG	3-6, 8-9, 12-13, 16-20, 22-24, 26-31, 33, 35-36, 39-40	17
MULTIMEDIA CONSULTANT- WBNG	3-6, 8-9, 13, 15-16, 18-20, 22-23, 26- 31, 33-36, 39-40	16
MULTIMEDIA JOURNALIST - WBNG	3-6, 8-9, 11, 13-14, 16, 18-20, 22-23, 26-31, 33, 35-37, 39-40	11
CONTENT MANAGER - WBNG	3-6, 8-10, 13, 16, 18-23, 26-31, 33, 35- 37, 39-40	10
NEWSCAST PRODUCER (PRIM.) - WBNG	3-6, 8-9, 13, 16, 18-23, 26-31, 33, 35- 37, 39-40	21
MASTER CONTROL OP. (F/T) - WBNG	3-6, 8-9, 13, 16, 18-20, 22-23, 26-31, 33, 35-37, 39-40	16
SPORTS MMJ (W/END - W/DAY) - WBNG	3-6, 8-9, 11, 13, 16, 18-23, 26-31, 33, 35-37, 39-40	11

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MULTIMEDIA JOURNALIST - WBNG	3-6, 8-9, 13, 16, 18-20, 22-23, 26-31, 33, 35-37, 39-40	13
MASTER CONTROL OPERATOR - WBNG	3-6, 8-9, 13, 16, 18-20, 22-23, 26-31, 33-37, 39-40	34
MULTIMEDIA CONSULTANT - WBNG	3-6, 8-9, 13, 16, 18-23, 26-31, 33, 35- 37, 39-40	21
NEWSCAST PRODUCER - WBNG	3-6, 8-9, 13, 16, 18-20, 22-23, 26-31, 33, 35-37, 39-40	16

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Application on file	N	1
2	BCC Placement Office PO Box 1017 Binghamton, New York 13902 Phone : 607-778-5207 Url : http://www.sunybroomed.edu/placement Larry Truillo Manual Posting	N	0
3	Binghamton University via Handshake 4400 Vestal Parkway East Binghamton, New York 13902 Phone : 607-777-2553 Url : http://www.binghamton.edu Brand Smith Manual Posting	Y	0
4	Broome County Urban League 43 Carroll Street Binghamton, New York 13901 Phone : 607-723-7303 Url : http://www.bcul.org Email : jlesko@bcul.org Jennifer Lesko	Y	0
5	Broome Employment 171 Front Street Binghamton, New York 13905 Phone : 607-778-2136 Url : http://www.broometiogaworks.com Email : btworks@labor.state.ny.us Preston Hertzog	Y	0
6	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	2
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Community Options Inc. 182 State Street Binghamton, New York 13901 Phone : 607-722-5971 Url : http://www.comop.org Email : ashley.gamba@comop.org Ashley Gamba	Y	0
9	Country Valley Industries 125 Cutler Pond Road Binghamton, New York 13905 Phone : 607-723-8361 Url : http://www.cvipackaging.com Email : dcarson@achieveny.org Debra Carson	Y	0
10	Current Employee	N	5
11	Employee Referral	N	5
12	Gray Television 4370 Peachtree Road NE Atlanta, Georgia 30319 Phone : 3136223323 Diane Douglas Manual Posting	N	2
13	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	4
14	Gray- Recruiting 4370 Peachtree Rd Atlanta, Georgia 30319 Phone : 843-402-5738 Gray Recruiting Manual Posting	N	9
15	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 203-564-2420 Url : www.indeed.com Victoria LaBella Manual Posting	N	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	15
17	Internal Transfer/Promotion	N	1
18	Ithaca College via Handshake 953 Danby Rd Ithaca, New York 14850 Url : www.ithaca.edu Employment Center Manual Posting	N	0
19	KBJR - Jennifer Schuldt 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Url : http://www.kbjr.com Email : jschuldt@kbjr6.com Jennifer Schuldt	N	0
20	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
21	Linked In - Not Directly Contacted by SEU	N	7
22	NYS Broadcasters Assn. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Url : http://www.nysbroadcasters.org Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
23	NYS Job Exchange 171 Front Street Binghamton, New York 13905 Phone : 585-266-7760 Url : http://www.labor.ny.gov Email : nysjobbank@labor.ny.gov Michael Puglisi	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Other Source	N	1
25	Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis, Indiana 46204 Rick Gevers Manual Posting	N	0
26	S.I. Newhouse School of Public Communications 215 University Place Syracuse, New York Phone : 315-443-3270 Url : http://www.newhouse.syr.edu Email : kmcgee@syr.edu Karen McGee	N	0
27	SUNY Oswego via Handshake 7060 State Route 104 Oswego, New York 13126 Phone : 315-312-2500 Career Center Manual Posting	N	0
28	Syracuse University via Handshake 900 South Crouse Ave Syracuse, New York 13244 Phone : 315-443-1870 Url : www.syracuse.edu Career Center Manual Posting	N	0
29	Tioga Employment Center 1062 St. Rte. 38 PO Box 108 Owego, New York 13827 Phone : 607-687-8500 Url : http://tiogacountyny.com/ Email : burdickj@tiogacountyny.gov Jackie Burdick	Y	0
30	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	University of Scranton via Handshake 800 Linden St Scranton, Pennsylvania 18510 Phone : 1-800-727-2686 Lori Moran Manual Posting	N	0
32	Unknown (source not adequately identified upon inquiry by SEU)	N	1
33	WBNG Internal Posting 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7262 Url : http://www.wbng.com Kate Garger Manual Posting	N	0
34	WBNG On Air Announcement 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7262 Url : http://www.wbng.com Kate Garger Manual Posting	N	5
35	WBNG Website 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7262 Url : http://www.wbng.com Kate Garger Manual Posting	N	1
36	WEEK 2907 Springfield Rd. Peoria, Illinois 61611 Phone : 309-698-3784 Email : mshawgo@week.com Mary Shawgo	N	0
37	WGEM- Nikki Stevens 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6617 Email : nstevens@wgem.com Nikki Stevens	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Word of Mouth Referral	N	1
39	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	0
40	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			69

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2023	Establishment of a mentoring program	Gray Television has established a mentoring program for students about to graduate from college to help jumpstart their careers. The program matches promising students with experienced professionals in their target markets. WBNG's news director was matched with a student at Arizona State University who is a journalism student aspiring to become a multimedia journalist in the Binghamton market. The news director mentored the student throughout the spring 2023 semester as she completed her degree. The student was hired by WBNG after graduation as a multimedia journalist and continues to be mentored by members of WBNG management.	1	News Director
2	2/1/2023	Establishment of an intern program designed to assist members of the community	WBNG offers a paid internship program offered to students in many different fields such as journalism, broadcasting, sales, marketing, production and engineering. Students have the opportunity to gain hands-on, practical experience in their chosen course of study and receive an hourly wage. The company strives to offer this opportunity to a diverse group of Interns. The station hosted ten student interns during 2023, The intern students' schools and majors were as follows: Ithaca College- Television and Digital Media Production and Journalism, Ithaca College- Documentary Studies and Production, Ithaca College- journalism, Binghamton University- media studies, SUNY Oswego- TV & film studies, SUNY Geneseo- Communications, Ithaca College- journalism, Binghamton University- economics and business administration, Ithaca College- Communications/Sports Media, and Binghamton University- Business Administration in Marketing and Media.	4	News Director Operations Manager News Director Sales Manager

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III. RECRUITMENT INITIATIVES

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3	3/8/2023	Participation in Job Fairs	On Wednesday, March 8, 2023, WBNG's Office Manager and News Director participated in the SUNY Oswego job fair. The event, held at the SUNY Oswego campus, ran from 4-6pm. Approximately 50 students stopped by the WBNG table to speak to representatives about job and intern opportunities at WBNG. Also, approximately 15 resumes were collected.	2	Office Manager/HR News Director
4	3/27/2023	Participation in events or programs sponsored by educational institutions	On Tuesday, September 19, 2023, the WBNG Sports Director participated in a presentation for a local high school. The one- hour virtual event was for a sports media class of about 20 students at Vestal High School at 12:35pm. The sports director spoke to the students about his career in broadcast television sports. The students asked questions regarding sports reporting, journalism, shooting and editing video, and producing broadcast sports stories.	1	Sports Director
5	3/28/2023	Participation in Job Fairs	On Tuesday, March 28, 2023 the WBNG Office Manager/HR participated in the Broome-Tioga Workforce job fair. The event, which was held at a local community center and was open to the public, ran from 4pm to 6pm. Job seekers could visit three different rooms and stop to talk with company representatives about current job openings, career opportunities and internships. Approximately 50 people stopped at the WBNG table and several resumes were collected.	1	Office Manager/HR

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6	3/30/2023	Participation in Job Fairs	On Thursday, March 30, 2023 Gray Television participated in the Syracuse University job fair. The vice president of recruiting for Gray Television attended the event along with the News Director from Gray's Watertown, NY property (WWNY) and the News Director from WBNG. The event, which took place on campus, ran from 3pm to 7pm. Over 200 students stopped by the Gray Television booth to talk to representatives about job and internship opportunities at Gray Television.	1	News Director
7	4/20/2023	Participation in Job Fairs	On Thursday, April 20, 2023, WBNG participated in the New York State Department of Labor virtual job fair (Southern Tier region). The online event ran from 11am to 2pm and had companies represented from multiple area counties in the Southern Tier of New York including Broome, Tioga, Chenango, Delaware, Otsego, and Tompkins. Job seekers visited WBNG's "booth" to learn information on the company and view job postings for current openings. WBNG staff was logged in for the duration of the event to chat live with job seekers and answer any questions.	1	Office Manager/HR
8	7/13/2023	Participation in Job Fairs	On Thursday, July 13, 2023 the Office Manager and Local Sales Manager participated in the Broome-Tioga Workforce job fair. The event was held from 12-2:30pm and was open to the public. Job seekers stopped by the WBNG table to learn about current job openings and paid internship opportunities. We spoke to approximately 25 people.	2	Office Manager/HR Local Sales Manager

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9	8/10/2023	Participation in Job Fairs	On Thursday, August 10, 2023 the office manager participated in the Greater Binghamton Chamber job fair. The event was held at SUNY Broome Community College and ran from 11am to 3pm. Students and members of the community could stop by the WBNG table and learn more about current job openings and paid internship opportunities. We spoke to approximately 40 people and collected 8 resumes.	1	Office Manager/HR
10	9/19/2023	Participation in events or programs sponsored by educational institutions	On Tuesday, September 19, 2023, the WBNG Sports Director participated in a presentation for a local high school. The one- hour virtual event was for a sports media class of about 20 students at Vestal High School at 12:35pm. The sports director spoke to the students about his career in broadcast television sports. The students asked questions regarding sports reporting, journalism, shooting and editing video, and producing broadcast sports stories.	1	Sports Director
11	9/27/2023	Participation in Job Fairs	On Wednesday, September 27, 2023, WBNG's News Director joined a corporate recruiter from Gray Television at the Syracuse University job fair. The event took place at an events center (JMA Dome) in Syracuse, NY and ran from 3pm to 7pm. Students visited the Gray Television booth to speak with representatives about career and internship opportunities in New York and other markets with television stations owned by Gray Television.	2	News Director Talent Acquisition specialist
12	9/29/2023	Participation in Job Fairs	On Friday, September 20, 2023, WBNG's News Director and Office Manager participated in the University of Scranton's job fair. The event took place on campus from 12pm to 3pm. Students stopped by the WBNG table to learn about job and internship opportunities. We spoke to students with majors in journalism, business administration and marketing.	2	News Director Office Manager

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13	10/18/2023	Provision of training to management	On Wednesday, October 18, 2023, the Office Manager attended the 35th Annual Labor & Employment Law Update provided by attorneys from local law firm, Hinman, Howard & Kattell. The program was brought to the community by the Greater Binghamton Chamber of Commerce. During the four-hour presentation, several lawyers discussed a variety of employment topics pertaining to New York such as minimum wage, the lawful absences law, digital labor law posters, anti-harassment updates, nursing mothers PUMP law, I-9 form verification update, salary disclosure law, employee benefits updates, and workers' compensation updates.	1	Office Manager/HR
14	12/29/2023	Participation in Job Fairs	On Friday, December 29, 2023, the office manager participated in a job fair organized by the Greater Binghamton Chamber of Commerce and Broome-Tioga Workforce. The event was held in center court of a local mall and ran from 11am to 3pm. Shoppers and job seekers could stop by the WBNG table to learn about current job openings and internship opportunities. Several resumes were collected for multiple job openings.	1	Office Manager/HR