

WGRZ-TV
EEO PUBLIC FILE REPORT
January 21, 2023 - January 20, 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
Assistant News Director-12695	1-9, 11-14, 17-24, 27-31, 33-36	33
Broadcast Director - 13881	1-9, 11-13, 16-17, 19-24, 26-31, 33-34, 36	33
Broadcast Director - 13881	1-9, 11-13, 16-17, 19-24, 26-31, 33-34, 36	26
Producer - 14044	1-12, 15, 17, 19-25, 27-31, 33-34, 36	33
Producer - 14044	1-12, 15, 17, 19-25, 27-31, 33-34, 36	33
Producer - 14044	1-12, 15, 17, 19-25, 27-31, 33-34, 36	25
Meteorologist-014212	1-9, 12, 17, 19-24, 27-31, 33-34, 36	33
Research Director-14387	1-7, 9, 12, 17, 19-24, 27-31, 33-34, 36	33
Sports MSJ-014429	1-7, 9, 11-12, 17, 19-24, 27-31, 33-36	33
Head of Technology-14492	1-7, 9-12, 17, 19-24, 27-31, 33-34, 36	33
Photojournalist-14649	1-7, 9, 11-13, 17, 19-24, 27-31, 33-34, 36	33
Photojournalist-14649	1-7, 9, 11-13, 17, 19-24, 27-31, 33-34, 36	33
Account Executive - 014674	1-7, 9, 11-12, 16-17, 19-24, 27-34, 36	16
Commercial Producer - 14793	1-7, 9, 11-12, 17, 19-24, 27-31, 33-34, 36	33
Account Manager-14923	1, 3-7, 9, 12, 16-17, 19-24, 27-31, 33- 34, 36	33
Digital Producer-14913	1, 3-7, 9, 12, 17, 19-24, 27-31, 33-34, 36	33
Executive Producer-15064	1, 3-7, 9, 12, 17, 19-24, 27-31, 33-34, 36	33

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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	Buffalo City Hall 65 Niagara Square Buffalo, New York Phone : 716-851-9614 Fax : 1-716-851-5401 John J. Hannibal, IV, M.D., J.D.	N	0
2	Buffalo State College 1300 Elmwood Avenue Buffalo, New York Phone : 716-878-5811 Email : askcdc@buffalostate.edu Nanette Tramont ,Claire Jones	N	0
3	Buffalo Urban League Inc 15 E. Genesee Street Buffalo, New York Phone : 716-250-2400 Email : ggate@buffalourbanleague.org Grace or Ivy Tate or Diggs-Washington	N	0
4	Canisius College 2001 Main Street Buffalo, New York Phone : 716-883-7000 Url : www.collegecentral.com/canisius Email : careers@canisius.edu Rachel Edmonds	N	0
5	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.CareerBuilder.com Career Service Manual Posting	N	0
6	Case Western Reserve University 10900 Euclid Ave Cleveland, Ohio 44106 Phone : 216 368 4446 Url : http://www.cwru.edu/ Email : employers@case.edu Tasha Fryfogle	N	0

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7	Central State University PO Box 1004 Wilberforce, Ohio 45384 Phone : 216 431 3423 Url : http://www.centralstate.edu/index.php Email : careerservices@centralstate.edu Career Services	N	0
8	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
9	Colored Musicians Club 145 Broadway Street, P.O. Box 706 Buffalo, New York Phone : 716-885-9383 Email : gscott2679@aol.com George Scott	N	0
10	Glassdoor.com Glassdoor.com Sausalito, California Glassdoor.com N/A Manual Posting	N	0
11	Hampton University 546 E Queen St Hampton, Virginia 23668 Phone : 757 727 5993 Url : http://www.hamptonu.edu/ Email : joy.mcdonald@hamptonu.edu Joy McDonald	N	0
12	Howard University, Student Resource Center C.B. Powell Building, 525 Bryant Street, NW Washington, District of Columbia Phone : 202-806-7513 Email : huocreuit@gmail.com Fax : 1-202-462-4267 Career Service	N	0

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13	Indeed 6433 Champion Grandview Way Austin, Texas Alex Ciaccio	N	4
14	Indeed.com	N	1
15	JuJu.com Juju.com New York, New York Juju.com Job Search Engine Manual Posting	N	0
16	Linked In	N	11
17	Medaille College, Career Development Center 18 Agassiz Circle Buffalo, New York Phone : 716-880-2210 Url : http://www.collegecentral.com/medaille Email : ccullinan@medaille.edu Carol Cullinan	N	0
18	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
19	National Association of Black Owned Broadcasters 1250 Connecticut Avenue, N.W. Washington, District of Columbia 20036 Phone : 404-523-6136 Url : https://nabob.org/about-nabob/ Email : nabobinfo@nabob.org Kathy Nickens	N	0
20	National Association of Television Arts & Sciences 3487 Center Road, Suite 6C Brunswick, Ohio Phone : (330) 273-5756 Url : www.nataslgl.org Email : administrator@nataslgl.org Fax : 1-440-546-1903 Dennis Thatcher	N	0

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21	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : membership@ncnw.org Cassandra Wint	N	0
22	Niagara University, Office of Career Development P.O. Box 2041 Niagara University, New York Phone : 716-286-8535 Url : www.niagara.edu/ Email : careers@niagara.edu Mike Skowronski	N	0
23	North Carolina Central University 1801 Fayetteville St Durham, North Carolina 27707 Phone : 919-530-6198 Url : http://www.nccu.edu/ Email : nccucareerservices@nccu.edu Career Services	N	0
24	NYS Broadcasters Association 1805 Western Avenue Albany, New York Phone : 518-456-8888 Url : www.nysbroadcastersassn.org Email : sandy@nysbroadcasters.org David Donovan	N	0
25	Recruiter	N	1
26	Self Referral	N	1
27	Seneca Nation of Indians 1510 Route 438 Irving, New York Phone : 716-532-9221 Email : Darcy.kettle@sni.org Fax : 1-716-532-0497 Darcy Kettle	N	0

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28	Society of Broadcast Engineers 8445 Keystone Crossing Suite 140 Indianapolis, Indiana 46240 Phone : 317 846 9000 Email : kjones@sbe.org Scott Jones	N	0
29	State University of NY at Fredonia, Career Dev. Office – 2nd Floor Gregory Hall Fredonia, New York Phone : 716-673-3327 Email : careers@fredonia.edu Fax : 1-716-673-3593 Christopher LaGrow	N	0
30	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205 366 8894 Url : http://www.stillman.edu/ Email : jcurrie@stillman.edu J Currie	N	0
31	SUNYAB (State University of NY at Buffalo) 732 Clemens Hall Buffalo, New York Phone : 716-645-2082 Fax : 1-716-645-5976 Debra Tate	N	0
32	Syracuse University, Career Services 235 Schine Student Center, 303 University Place Syracuse, New York Phone : 315-443-3616 Email : careers@syr.edu Fax : 1-315-443-3271 Mike Cahill	N	0
33	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 753-854-6000 Url : www.tegna.com Job Board Manual Posting	N	49

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
35	Walk In/Self-Referral	N	3
36	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:			70

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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	3/3/2023	Participation in events or programs sponsored by educational institutions	News Director read to 3rd and 4th graders at Lorraine Academy as a part of the Read Across America initiative. Also discussed his job at WGRZ and how he got into the broadcast industry.	1	Anchor
2	3/4/2023	Participation in events sponsored by organizations representing the community	News Director participated in the Variety Kids Telethon, a fundraiser benefiting the community. At this event, discussed his job at WGRZ and how he got into the broadcast industry.	1	Anchor
3	3/10/2023	Participation in events sponsored by organizations representing the community	Journalist emceed the annual Ice Cycle Fundraiser at Riverworks. The appearance was requested by Roswell Park Alliance Foundation. At this event, discussed his job at WGRZ and how he got into the broadcast industry.	1	Multiskilled Journalist
4	3/15/2023	Establishment of training programs for station personnel	March 2023 was the first quarter Secure TEGNA cybersecurity training for all station employees. Employees across the company were required to complete this 15-minute online class designed to help ensure the security of our data and networks.	99	All Station Employees
5	3/16/2023	Participation in events sponsored by organizations representing the community	Anchor emceed the National Federation of Just Communities in Buffalo, NY. He presented Community Healing Awards to award winners. At this event, discussed his job at WGRZ and how he got into the broadcast industry.	1	Anchor
6	3/18/2023	Participation in events sponsored by organizations representing the community	Anchor participated in the Valley Community Center - Old Neighborhood Parade. At this event, discussed his job at WGRZ and how he got into the broadcast industry.	1	Anchor
7	3/22/2023	Participation in events sponsored by organizations representing the community	Anchor cohosted a Make-A-Wish Gala with station meteorologist. The event raises funds for the Make-A-Wish Foundation. At the event, answered questions on the broadcast industry, including how the anchor got into the business.	1	Anchor

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8	3/22/2023	Participation in events sponsored by organizations representing the community	Anchor participated in the Valley Community Center - Irish History Month as a speaker. Anchor gave an hour-long presentation focusing on western New York's Irish heritage. At this event, discussed his job at WGRZ and how he got into the broadcast industry.	1	Anchor
9	3/22/2023	Participation in events or programs sponsored by educational institutions	Anchor presented at the Sweet Home High School for the mass media and journalism classes. Spoke about why and how she entered the broadcast industry, how daily news operations work, how to find story ideas while making ethical decisions, and balancing work/life and social media.	1	Anchor
10	3/22/2023	Participation in events or programs sponsored by educational institutions	Anchor read to 1st grade students at Charlotte Sidway Elementary School. Read a book and answered questions on the broadcast industry, including how the anchor got into the business.	1	Anchor
11	3/27/2023	Participation in events sponsored by organizations representing the community	Journalist acted as a judge for the 2023 Tulip Queen Pageant. During the event, answered questions on how she got into the broadcast industry.	1	Multiskilled Journalist
12	3/29/2023	Participation in events or programs sponsored by educational institutions	Anchor acted as judge for the Citrus TV awards. She judged Best Auxiliary Show, Best Citrus TV News Team, Best Anchor/Host, and Best Weather Anchor categories. During the event, discussed her track into the broadcast industry.	1	Multiskilled Journalist
13	3/30/2023	Participation in events sponsored by organizations representing the community	Anchor emceed the annual Celebration of Athletes accomplishments and performances. During the event, discussed her track into the broadcast industry.	1	Anchor
14	4/21/2023	Participation in events or programs sponsored by educational institutions	Anchor participated in Career Day at Kiddo's Korners Pre-School. During this event, discussed her track into the broadcast industry.	1	Anchor

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15	4/29/2023	Participation in events sponsored by organizations representing the community	Journalist emceed the 41st annual spring fundraiser for the Boys & Girls Club of Depew, Lancaster, & Cheektowaga. This program supports the programs and services for youth in the aforementioned communities, many of whom are underprivileged. During the event, answered questions about jobs within the broadcast industry.	1	Multiskilled Journalist
16	4/30/2023	Participation in events sponsored by organizations representing the community	Journalist emceed the Kathmandu Guest House - Affaire of the Heart fundraiser. This is one of the longest running fundraisers benefiting a non-profit hospitality house for patients and their families who are receiving life-saving treatment in the community. Also answered questions on jobs in the broadcast industry and how he got started.	1	Multiskilled Journalist

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17	5/1/2023	Establishment of a mentoring program	<p>This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.</p>	1	News Director
18	5/18/2023	Participation in events sponsored by organizations representing the community	<p>Journalist emceed the Grace Guest House fundraiser. This event benefits the Grace Guest House at the Burchfield Penney Art Center. Among other things, the multiskilled journalist discussed the job and getting started in the broadcast industry</p>	1	Multiskilled Journalist

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19	5/24/2023	Establishment of training programs for station personnel	The sales department received training on Sales Conversion Attribution. The categories that were covered were: The Value Proposition and Qualifying Criteria, How it Works and Methodology, Operational Overview, and Sales Conversion.	25	All Sales Employees
20	6/11/2023	Establishment of an intern program designed to assist members of the community	WGRZ participated in TEGNA's Summer Intern program where an intern was placed at the station for the duration of the summer. This program is designed for rising juniors or graduating seniors to gain valuable real-world experience alongside some of the best journalists in the country.	1	News Director
21	6/13/2023	Participation in events sponsored by organizations representing the community	Journalist participated on a panel organized the The Martin Group. The journalist discussed a myriad of topics and took questions from public relations looking for better ways to partner with practicing journalists. During the event, the journalist discussed his role at the station and how he started his career in journalism.	1	Multiskilled Journalist
22	6/14/2023	Participation in events sponsored by organizations representing the community	Journalist participated on a panel organized the The Martin Group. The journalist discussed a myriad of topics and took questions from public relations looking for better ways to partner with practicing journalists. Discussed how organizations can navigate clients to give new interviews that help viewers. During the event, the journalist discussed his role at the station and how he started his career in journalism.	1	Multiskilled Journalist
23	6/20/2023	Establishment of training programs for station personnel	Cyber security training course was assigned to all station employees to help them identify and isolate a breach if it occurs, and reminds them to immediately report any incident to the local head of technology and manager, leader or general manager. Reminded employees that they should never ignore or attempt to remedy a potential network or data breach without the assistance of TEGNA's IT department.	99	All Station Employees

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24	8/1/2023	Establishment of training programs for station personnel	Prohaska Consulting presented a half-day programmatic training session covered: <ul style="list-style-type: none"> • Programmatic 101 + a walkthrough of the competitive landscape, identifying where Premion falls in the ecosystem • The typical lifecycle of a PMP deal • Guidance on prospecting the marketplace / target customers. • Growing a programmatic account/understanding reporting metrics. 	25	All Sales Employees
25	8/27/2023	Participation in events sponsored by organizations representing the community	Journalist participated in the City of Buffalo career day event. Journalist spoke to students participating in the Mayor's Youth Summer Program about careers in journalism.	1	Multiskilled Journalist
26	11/2/2023	Participation in events sponsored by organizations representing the community	Journalist participated in the Communities of Giving Legacy Initiative event. This event was the 2023 Pay it Forward Awards with more than 100 people in attendance. During the event, answered questions about the broadcast industry and my track in television.	1	Multiskilled Journalist
27	11/6/2023	Participation in events sponsored by organizations representing the community	Journalist participated in the Big Brothers and Big Sisters of Erie, Niagara, and the Southern Tier. The 2023 Gala raised funds for this foundation. During the event, answered questions about the broadcast industry and the track in television.	1	Multiskilled Journalist
28	11/27/2023	Establishment of training programs for station personnel	Let's Have a Cyber-Safe Holiday 4th quarter training was assigned to all employees to help them utilize best practices for staying safe online and recognizing the tactics cyber criminals often employ during the holidays. In fewer than 10 minutes, employees will be better prepared to deal with some of the most common ploys used to trick you into compromising your data and personal information.	99	All Station Employees