

WGRZ
EEO PUBLIC FILE REPORT
January 21, 2017 - January 20, 2018

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
Account Manager	1, 3-8, 10, 14-17, 21-36, 38-42, 44	41
Traffic Coordinator	1-9, 14-17, 22-27, 29-34, 36, 38-42, 44	41
Multi-Skilled Journalist	1, 3-8, 13-17, 19, 22-27, 29-34, 36, 38-42	42
Multi-Platform Producer	1-8, 13-19, 22-27, 29-34, 36-42	18
Producer	1-8, 11-17, 19, 22-27, 29-34, 36-42	12
Producer	1-8, 11-17, 19, 22-27, 29-34, 36-42	37
Producer	1-8, 11-17, 19, 22-27, 29-34, 36-42	41
Producer	1-8, 11-17, 19, 22-27, 29-34, 36-42	11
Main Anchor	1, 3-8, 11, 13-17, 19, 22-27, 29-34, 36-42	11
Main Anchor	1, 3-8, 11, 13-17, 19, 22-27, 29-34, 36-42	37
Investigative Reporter/MSJ	1-8, 13-17, 19, 22-27, 29-34, 36, 38-42	41
Account Executive	1-8, 11, 13-19, 22-27, 29-34, 36, 38-42	18
Account Executive	1-8, 11, 13-19, 22-27, 29-34, 36, 38-42	11
Sales Assistant	1-8, 13-17, 19, 22-27, 29-34, 36, 38-43	43
Executive Producer	1-8, 13-17, 19, 22-27, 29-34, 36, 38-43	43
Digital Sales Specialist	1-8, 13-17, 19-20, 22-27, 29-34, 36, 38-42	20
Digital Sales Specialist	1-8, 13-17, 19-20, 22-27, 29-34, 36, 38-42	20
Sales Assistant	1, 3-8, 13-19, 22-27, 29-34, 36, 38-42	18
Digital Content Producer	1-2, 4-8, 13-19, 22-27, 29-34, 36, 38-42	18

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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 : 716-851-4200 Fax : 1-716-851-5401 Olivia Licata	N	0
2	Buffalo State College 1300 Elmwood Avenue Buffalo, New York Phone : 716-878-5811 Fax : 1-716-878-3152 Nanette Tramont , Muriel Howard, Claire Jones	N	0
3	Buffalo Urban League Inc 15 E. Genesee Street Buffalo, New York Phone : 716-250-2405 Email : jking@buffalourbanleague.org Joan King	N	0
4	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
5	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
6	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

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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
8	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
9	Corporate Recruiter	N	1
10	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
11	Employee Referral	N	3
12	Former Employee	N	1
13	Glassdoor.com Glassdoor.com Sausalito, California Glassdoor.com N/A Manual Posting	N	0
14	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com . Email : slizik@602communications.com Career Services	N	0
15	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

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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	Hispanics United of Buffalo 254 Virginia Street Buffalo, New York Phone : 716-852-2359 Url : www.hispanicsunitedofbuffalo.com Fax : 1-716-856-9617 Flor Aber	N	0
17	Howard University, Student Resource Center C.B. Powell Building, 525 Bryant Street, NW Washington, District of Columbia Phone : 202-806-7513 Email : huocrecruit@gmail.com Fax : 1-202-462-4267 Career Service	N	0
18	Indeed.com	N	6
19	JuJu.com Juju.com New York, New York Juju.com Job Search Engine Manual Posting	N	0
20	Linked In	N	4
21	Malone University 2600 Cleveland Ave. NW Canton, Ohio 44709 Phone : 330-471-8321 Email : careerdevelopment@malone.edu Colleen Winney	N	0
22	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
23	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	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
24	NAACP (National Assoc. for Advancement of Colored People) 1490 Jefferson Avenue Buffalo, New York Phone : 716-884-7242 or home 716- Email : naacp@apollo3.com Fax : 1-716-884-7243 Frank Mesiah	N	0
25	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
26	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
27	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
28	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlja.org Career Service	N	0

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29	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 Fax : 1-716-286-8457 Mike Skowronski	N	0
30	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
31	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
32	Ohio State School of Journalism 3016 Derby Hall 154 Oval Mall Columbus, Ohio 43210 Phone : 614 292 7055 Email : asccareer@osu.edu Career Services	N	0
33	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
34	Society of Broadcast Engineers 8445 Keystone Crossing Suite 140 Indianapolis, Indiana 46240 Phone : 317 846 9000 Email : kjones@sbe.org Scott Jones	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
35	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
36	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
37	Station Website	N	3
38	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
39	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
40	Syracuse University, Career Services 235 Schine Student Center, 303 University Place Syracuse, New York Phone : 315-443-3616 Email : careers@syr.edu Fax : 1-315-443-2805 Mike Cahill	N	0

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41	TEGNA 7950 Jones Branch Dr McLean, Virginia 22107 Phone : 216-344-3362 Url : TEGNA.Com Anna Avelar Manual Posting	N	9
42	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	2
43	Unknown Referral Source	N	2
44	WGRZ-TV Website New York Career Service Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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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	1/21/2017	Establishment of training programs for station personnel	TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners share this topical information with their Executive Teams.	1	HR Business Partner
2	1/21/2017	Participation in events or programs sponsored by educational institutions	Anchor mentored a group of high school students from Sweet Home High School. Worked closely with students in a classroom setting. Student were broken up into small groups and tasks with putting on their own news cast. Anchor coached each group.	25	Anchor
3	1/27/2017	Participation in events sponsored by community groups	Guest speaker at the Orchard Park Police Department. Spoke to fifth graders that completed the DARE program from Armor Elementary. Discussed the importance about making the right decisions and how making the right decisions helped Reporter in their career.	1	Reporter
4	2/1/2017	Participation in events sponsored by community groups	Guest speaker for Boys Scouts of Western New Your Troop 431. Anchor also discussed career opportunities in broadcast and TV News.	1	Anchor
5	2/10/2017	Participation in events sponsored by community groups	Guest speaker at Equality Club of Amherst. Anchor also discussed career opportunities in broadcast and TV News.	1	Anchor
6	2/10/2017	Participation in events or programs sponsored by educational institutions	Guest speaker at Eggert Rd Elementary School. Spoke to the second grade class about career, weather, and TV News.	1	Meteorologist

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7	2/13/2017	Establishment of an intern program designed to assist members of the community	WGRZ-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that can not be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships are primarily news based. During the reporting period WGRZ hired and training one intern for a three month assignments.	1	News Director
8	2/16/2017	Participation in events or programs sponsored by educational institutions	Reporter emceed and participated as an interviewer in the Academic Talent Search hosted by Canisius College. Discussed personal career track as well as careers within the broadcast and journalism industry.	1	Reporter
9	2/27/2017	Participation in events or programs sponsored by educational institutions	Guest speaker at Mst. Seneca High School. Spoke to high school students about TV News, careers in broadcast and about the journalism industry.	1	Reporter
10	3/1/2017	Participation in events or programs sponsored by educational institutions	Guest Speaker at South Davis Elementary School. Spoke to the second grade class about career, weather, and TV News.	1	Meteorologist
11	3/1/2017	Participation in other activities designed by the station employment unit	Hosted students from Kenmore East High School to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast.	28	Station & Community Coordinator
12	3/16/2017	Participation in other activities designed by the station employment unit	Hosted students from Kenmore East Middle School to tour the station and learn about the station history, the operation and career opportunities available within broadcast.	25	Station & Community Coordinator

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13	3/20/2017	Establishment of training programs for station personnel	VP of Labor Relations conducted a one hour training session on Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows: Monday, March 20th at 2p(ET), Tuesday, March 21st at 6p (ET), Thursday, March 30th at 10a (ET). For those employees that could not make the live training options were provided a link to watch a recorded version.	123	All WGRZ Employees
14	3/22/2017	Participation in events or programs sponsored by educational institutions	Guest speaker at Windom Elementary School. Spoke to the fourth grade class about career, weather, and TV News.	1	Meteorologist
15	3/29/2017	Participation in other activities designed by the station employment unit	Hosted students from Christian Central Academy to tour the station and learn about the station, the operation and career opportunities available within broadcast.	8	Station & Community Coordinator
16	3/31/2017	Participation in events or programs sponsored by educational institutions	Guest Speaker at Ellicott Road Elementary School. Spoke to the first grade about career, weather, and TV News.	1	Meteorologist
17	4/4/2017	Establishment of training programs for station personnel	Sales Dept participated in two full days of Inside Out sales training. This training is a part of the TEGNA sales transformation.	8	All Account Executives and Account Managers
18	4/6/2017	Participation in events or programs sponsored by educational institutions	Guest speaker at a senior journalism class at Canisius College. Reporter also discussed career opportunities in broadcast and TV News.	1	Multi-skilled Journalist
19	4/17/2017	Establishment of a mentoring program	Attended TEGNA Drone training. Training covered how to pilot a drone while adhering to TEGNA FAA safety rules.	1	Marketing Producer
20	4/20/2017	Participation in other activities designed by the station employment unit	Hosted students from West Seneca West Media Class to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast.	11	Station & Community Coordinator
21	4/26/2017	Participation in events or programs sponsored by educational institutions	Guest speaker at Orchard Park High School. Spoke to a high school science club about science and the weather.	1	Meteorologist

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22	4/27/2017	Participation in other activities designed by the station employment unit	Hosted students from Sweet Home High School to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast.	25	Station & Community Coordinator
23	4/28/2017	Participation in events or programs sponsored by educational institutions	Guest speaker at the annual Spring Gala at the WNY Branch of the Penn State Alumni Association. Spoke about time at PSU and the move to WNY, as well as career in News as a Meteorologist.	1	Meteorologist
24	5/22/2017	Establishment of a mentoring program	Marketing Director taught a TEGNA Masters Class: Marketing News in the Transformation Age. Classes took place on May 22,29, June 5, 12,and 19. Class was made up of 18 TEGNA employees from across the company.	1	Marketing Director
25	6/1/2017	Participation in events sponsored by community groups	Guest speaker at the Orchard Park Police Department. Spoke to fifth graders that completed the DARE program from Armor Elementary. Discussed the importance about making the right decisions and how making the right decisions helped Reporter in their career.	1	Reporter
26	6/1/2017	Participation in other activities designed by the station employment unit	Hosted students from Salamanca High School take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast. Students also watched the Mid Days News from the studio.	25	Station & Community Coordinator Regional Accountant Broadcast Director Sr. Broadcast Director
27	6/1/2017	Participation in other activities designed by the station employment unit	Hosted students from Salamanca High School to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast.	25	Station & Community Coordinator
28	6/8/2017	Establishment of training programs for station personnel	VP of Labor Relations conducted a two hour training session on Harassment in the Work Place. Prevention and action steps for all managers.	8	All Station Leaders
29	6/8/2017	Establishment of training programs for station personnel	VP of Labor Relations conducted a two hour training session on Discipline and Performance Improvement Plans. Prevention and action steps for all managers.	8	All Station Leaders

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30	6/9/2017	Participation in other activities designed by the station employment unit	Hosted students from Buffalo Academy of Science to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast. Students also watched the Mid Day News in the studio.	10	Station & Community Coordinator
31	6/19/2017	Establishment of a mentoring program	Attended Promax convention in Los Angeles. Multiple training sessions offered and opportunity to work with syndicators and others in the field.	1	Marketing Producer
32	6/22/2017	Establishment of training programs for station personnel	Investigative Reports and Editors (IRE) Annual Conference held from Jun 22 - June 25 in phoenix, AZ. These national and regional conferences are packed with panels, workshops and round tables covering the latest developments in the field of investigative reporting. The conferences have become known for the practical tips and story ideas shared by prize-winning members in quick-hit sessions. Speakers will share strategies for locating documents and gaining public records, find the best stories and managing investigations.	1	Reporter
33	6/27/2017	Establishment of training programs for station personnel	Account Executive attended a training session hosted by Buffalo Broadcasters Association, Changing Digital Landscape.	1	Account Executive
34	6/27/2017	Establishment of training programs for station personnel	The Human Resources Business Partner attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peers working through various aspects of our transformation.	1	HR Business Partner
35	6/28/2017	Establishment of training programs for station personnel	News, Digital and Marketing Directors attended TEGNA HQ Content Summit. Focus was exploring new ways to examine content, increase audience on all platforms, and hiring of diverse talent representative of the viewing community.	3	News Director Marketing Director Digital Director

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36	7/18/2017	Participation in other activities designed by the station employment unit	Hosted students from Hillside Scholarship Program to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast. Students also watched the Mid Day News in the studio.	8	Station & Community Coordinator
37	8/12/2017	Sponsorship of events in the community designed to increase public awareness	WGRZ served as the media sponsor for the Erie County Fair. Staff members from WGRZ participated in the event interacted with the community creating station awareness. Reporters/ Anchors talked with the public about their careers and TV News as well as helped give out prizes.	2	Station & Community Coordinator Anchor
38	8/15/2017	Participation in other activities designed by the station employment unit	Hosted students from Lockport Community TV to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast. Students watched the Mid Day News in the studio.	10	Station & Community Coordinator
39	9/13/2017	Participation in events sponsored by community groups	Guest lecture at Canterbury Woods Retirement Community. Meteorologist discussed personal career path, changes in the broadcasting and journalism industry to members of the community.	1	Meteorologist
40	10/1/2017	Participation in other activities designed by the station employment unit	Hosted students from Hillside Scholarship Program to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast.	20	Station & Community Coordinator
41	10/10/2017	Participation in events or programs sponsored by educational institutions	Spoke to elementary students at Windermere Elementary about career in television, specifically as a Meteorologist.	1	Meteorologist
42	10/14/2017	Participation in events sponsored by community groups	Moderator and panelist, event hosted by the Buffalo Association of Black Journalists. Event on real news in the age of fake news. Reporter also talked about her career in journalism and the relevance of this topic in her day to day.	1	Reporter
43	10/23/2017	Participation in events or programs sponsored by educational institutions	Guest speaker to the Digital Media Arts class at Canisius High School. Reporter also discussed career opportunities in broadcast and TV News.	1	Multi-skilled Journalist

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44	11/1/2017	Participation in events or programs sponsored by educational institutions	Guest speaker at Windom Elementary School. Spoke to the 4th grade class about career, weather, and TV News.	1	Meteorologist
45	11/13/2017	Participation in other activities designed by the station employment unit	Hosted students from Canisius College to take a tour of the station and learn about the station history, the operation and career opportunities available within broadcast.	20	Station & Community Coordinator
46	12/5/2017	Establishment of training programs for station personnel	Two new sales Account Executives attended Inside Out training. This training is a part of the TEGNA on boarding training for all new sales professionals.	2	Account Executive Account Executive
47	1/17/2018	Participation in other activities designed by the station employment unit	Hosted students from Harkness Erie 1 Boces for a tour of the station and learn about the station history, the operation and career opportunities available within broadcast. Students also watched the Mid Days News from the studio.	1	Station & Community Coordinator