

**3030EEO Public File Report****Imagicomm****WICZ-DT, Binghamton, NY****EEO Public File Report Part 1****Reporting Cycle: 2/1/2022 - 1/31/2023****Full-Time Positions Filled**

<b>Requisition</b>	<b>Date Opened</b>	<b>Hire Date</b>	<b>Recruitment Source</b>	<b>Interviewed</b>
<b>Weekend Meteorologist</b>	<b>9/21/2021</b>	<b>6/1/2022</b>	Internal	5
<b>Chief Meteorologist</b>	<b>1/21/2022</b>	<b>3/7/2023</b>	Corporate Website	3
<b>Assignment Editor</b>	<b>1/16/2022</b>	<b>2/11/2023</b>	Corporate Website	3
<b>Weekend News Anchor/ MMJ</b>	<b>3/21/2022</b>	<b>5/16/2022</b>	Corporate Website	5
<b>Multimedia Journalist</b>	<b>3/21/2022</b>	<b>5/2/2022</b>	Internal	6
<b>Weekday News Anchor</b>	<b>4/8/2022</b>	<b>11/17/2022</b>	Internal	6
<b>Multimedia Journalist</b>	<b>4/12/2022</b>	<b>9/6/2022</b>	Handshake	5
<b>Account Executive</b>	<b>7/1/2022</b>	<b>11/28/2022</b>	Internal	1
<b>Production Assistant</b>	<b>8/24/2022</b>	<b>9/26/2022</b>	Internal	2
<b>News Editor</b>	<b>8/24/2022</b>	<b>9/19/2022</b>	Internal	2
<b>Newscast Director/ TD</b>	<b>8/29/2022</b>	<b>10/28/2022</b>	Internal	2

## EEO Public File Report

Imagicom

WICZ-TV Binghamton, NY

EEO Public File Report Part 2

Reporting Cycle: 2/01/2022 - 1/30/2023

## Recruitment Sources Used for All Openings

Recruitment Source	Contact	Address	Entitled to Notification	# Interviews
Directly Sourced by CMG Recruiter	CMG Recruiter	6205 Peachtree Dunwoody Rd Atlanta, GA 30328 800-367-5690	N	15
Indeed	Internet Posting	7501 N Capital of Texas Highway Austin, TX 78731	N	0
Internet - www.indeed.com		800-462-5842		
LinkedIn	Internet Posting	605 W Maude Avenue Sunnyvale, CA 94085	N	4
		Internet - www.linkedin.com/		
Broadbean Job Distribution	CMG Recruiter	6205 Peachtree Dunwoody Rd Atlanta, GA 30328 800-367-5690	N	0
Circa	State Job Boards/Diversity Job Boards Internet Posting	1000 N. Water Street Suite 1200 Milwaukee, WI 53202 800-984-3775	N	0
ZipRecruiter	Internet Posting	604 Arizona Avenue Santa Monica, CA 90401 877-252-1062	N	0
Cox Media Group or CMG Employee Network	CMG Career Sites (Internal/external)	6205 Peachtree Dunwoody Rd Atlanta, GA 30328 800-367-5690	N	1
Penn State University	Robert Martin	208D Carnegie Building University Park, PA 16802 814-865-2377	N	1
SUNY Geneseo Career Services	Kim Wilcox	Blake A104 1 College Circle Geneseo, NY 14454 585 245-5721	N	0
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222 716-878-4201	N	0
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945 607-753-4715	N	0
University of Scranton Job Placement	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510 570-941-7640	N	0
NABET/CWA	Bill Murray	501 3rd Street NW Suite 880 Washington DC, 20001 202-434-1254	N	0
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East Suite 3 Endicott, NY 13760 518-457-9000	N	0

Broome-Tioga BOCES	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905 605-763-3300	N	0
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902 607-777-2400	N	0
Greater Binghamton Chamber of Commerce	Kathy Murphy	5 S. College Drive Binghamton, NY 13905 607-772-8860	N	0
TV Jobs	Internet	P.O. Box 4116 Oceanside, CA 92052 800-374-0119	N	1
Ithaca College Career Services	John Fraccia	953 Danby Road Ithaca, NY 14850 607-274-3365	N	0
SUNY Broome	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902 607-778-5207	N	0
University of Pittsburg Career Services	Barbara Juliussen	224 William Pitt Union Pittsburg, PA 15260 412-383-4473	N	0
YouTube	Internet	901 Cherry Avenue San Bruno, CA 94066 800-419-0157	N	2
Handshake	Internet	225 Bush Street Ste 1200 San Francisco, CA 94104 No Phone Available - Internet - www.handshake.com	N	2
Twitter	Internet	1355 Market Street Suite 900 San Francisco, CA 94103 No Phone Available - Internet - www.twitter.com	N	0
WICZ Website	Internet	4600 Vestal Parkway E. Vestal, NY 13850 607-770-4040	N	2
Internal Referrals	Employees	4600 Vestal Parkway E. Vestal, NY 13850 607-770-4040	N	10

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**Imagicomm**  
**WICZ-TV Binghamton, NY**  
**EEO Public File Report Part 2**  
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**Recruitment Initiatives**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
	Ongoing	BOCES Trade Committee	News Director serves on the Broome-Tioga BOCES Video Production Advisory Panel. In addition to twice yearly meetings, the station hosts station visits, provides input on new technology and coordinates internships.	Participant	News Director
	Ongoing	Training Program	The Employment Unit, in cooperation with National Association of Broadcast Employees and Technicians (NABET) Local 26, has developed a training program for current personnel, designed to enable them to acquire skills that could qualify them for higher-level positions. Our recently hired news department personnel received training in the program during the period covered by this report. The program is conducted by NABET personnel using WICZ-TV equipment, and teaches the technical skills required for advancement both inside and outside of the WICZ-TV employment unit.	Sponsored	Operations Manager
	Ongoing	Circa	CMG has agreement to post all external job openings through Circa, which posts on state and diversity job boards.	Broad Outreach	
	February 25, 2022	Binghamton University Spring 2022 VIRTUAL Job and Internship Fair	News Director serves on the Broome-Tioga BOCES Video Production Advisory Panel. In addition to twice yearly meetings, the station hosts station visits, provides input on new technology and coordinates internships.	Job Fair	News Director Sports Director
	March 21, 2022	Penn State: Success in the City Virtual Career Fair	Participated in Penn State's Spring Career Fair to discuss and future opportunities at the station.	Job Fair	News Director Sports Director
	March 30-31, 2022	CCA Reverse Career Fair	Fox 40 hosted a virtual booth and met with students from New College of Florida, Ringling College of Art and Design, State College of Florida and the University of South Florida	Job Fair	News Director
	April 5, 2022	CCFCC 2022 Virtual Employer Experience	Fox 40 Participated in a career fair with twelve colleges and universities. from Central Florida to discuss current and future opportunities	Job Fair	News Director
	April 6, 2022	Spring 2022 Seton Hall University Virtual Internship and Job Fair	Fox 40 Participated in a career fair at Seton Hall University to discuss current and future opportunities	Job Fair	News Director
	Ongoing	NYSBA Scholarship Program	The station is a member of the New York State Broadcasters which offers paid internships for students studying broadcasting.	Scholarship Program	General Manager