

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period January 23, 2020 to January 22, 2021.

1) **Employment Unit:** Stainless Broadcasting, L.P.

2) **Unit Members (Stations and Communities of License):** WICZ-DT1 - Binghamton, New York
WBPN-DT2 - Binghamton, New York

3) **EEO Contact Information for Employment Unit:**

Mailing Address: 4600 Vestal Parkway E. Vestal, New York 13790	Telephone Number: 607-770-4040
	Contact Person/Title: Vernon Rowlands, Program Director
	E-mail Address: Vernon@wicz.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

In 2020 there were no open vacancies to be filled

Stations WICZ-TV and WBPN-LP are Equal Opportunity Employers.

5) Recruitment Sources

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Penn State University	Robert Martin	208D Carnegie Building University Park, PA 16802	717-948-6258		Yes
SUNY Geneseo Career Services	Kim Wilcox	Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211		Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000		Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011		Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400		Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941		Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254		Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500		Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300		Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000		Yes
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040		No
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040		No
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119		No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687		No
SUNY Broome	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205		Yes
Indeed.com	Wayne Gordon	Vestal Parkway E. Vestal, NY 13850	607-770-4040		No
Internal Candidate	Jeff Horn	Vestal Parkway E. Vestal, NY 13850	607-770-4040		No
Craig's List	Suh Neubauer	Vestal Parkway E. Vestal, NY 13850	607-770-4040		No
University of Pittsburgh Career Services	Barbara Juliussen	224 William Pitt Union Pittsburgh, PA 15260			Yes*

***NOTE:** The University of Pittsburgh requested that they be notified of only news related openings.

6) Supplemental Recruitment Initiatives.

(a) News Internship Program

The Employment Unit has established an internship program for local college students, and occasionally high school seniors, designed to assist members of the community to acquire skills needed for broadcast employment. The program works closely with Broome Community College and Binghamton University to assure that the students are learning about all aspects of the broadcast news profession while earning credits for their efforts. The News Director and the Assignment Editor, who oversee and manage the internship program and evaluate the interns' performance, supervise interns. During the internships, which usually last for one semester, participants are exposed to and trained in the skills necessary to develop a successful career in the broadcast news industry, including assisting with remote broadcasting, researching and writing news copy, attending daily meetings of the news staff, and learning various technical skills. There were three interns during the period covered by this report.

(b) Participation in Business Show/ Job Fairs

On December 4, 2020 the Employment Unit participated in the Project Homecoming Virtual Job Fair, which was sponsored by the Broome County Chamber of Commerce. The job fair was designed to attract college students who were home for the summer break. The station assisted in publicity by featuring news stories on the events. Due to a lack of openings, the Programming Director, an individual who has substantial responsibility in the making of hiring decisions, secured access to all of the attendees resumes

(d) Technical 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 anchors and or recently hired Commercial Producer 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.

(e) Participation in Scholarship Programs

Part of the Employment Unit's membership dues for the New York State Broadcasters Association goes toward scholarships for paid internships for students studying broadcasting.

(f) Participation in Scholarship Programs

Part of the Employment Unit's membership dues for the NABET-CWA goes toward scholarships for paid internships for students studying broadcasting.

(g) Other Outreach Activities

The Employment Unit, every week, airs the program “Hiring America”. The program provides valuable resources and information for new and seasoned veterans moving from the service into the workforce, or seeking to build their careers. All this information, and even more insight and direct company connections, will also be available on our website, www.hiringamerica.net. Your training, your skills, your work ethic, and most of all, your leadership are important and unrivaled, and America's companies know it.

(h) Listing of Upper Level Openings

The station listed each upper-level category opening in the job banks of NYSBA (New York State Broadcasters’ Association) a media group whose membership includes substantial participation of women and minorities.