

**EEO Public File Report**  
**Imagicom Communications**  
**WICZ-TV, Binghamton, NY**  
**EEO Public File Report**  
**Reporting Cycle: 2/1/2023 – 1/31/2024**

**Full-Time Positions Filled**

Requisition	Date Opened	Hiring Date	Recruitment Source	Interviewed	Hired
<b>Multimedia Journalist</b>	2/21/2023	6/16/2023	Penn State Job Fair	3	1
			SUNY Oswego Job Fair	1	0
			Internal Referral	1	0
			wicz.com	1	0
<b>Weekend Sports Director</b>	4/3/2023	5/24/2023	SUNY Oswego Job Fair	1	1
			Penn State Job Fair	3	0
			Internal Referral	1	0
<b>Production Assistant</b>	12/7/2023	1/27/2024	Imagicom Website	1	0
			Internal Referral	2	1

**EEO Public File Report  
Imagicomm Communications  
WICZ-TV, Binghamton, NY  
EEO Public File Report  
Reporting Cycle: 2/1/2023 – 1/31/2024  
Recruitment Sources Used For All Openings**

No.	Recruitment Source	Contact	Entitled to notification	# interviews	
1	Imagicomm Website	3000 World Reach Drive Indianland South Carolina 29707 803-578-1418	Imagicomm	N	1
2	Indeed Internet - www.indeed.com	7501 N. Capital of Texas Highway, Austin, TX 78731 800-462-5842	Internet Posting	N	0
3	LinkedIn Internet - www.linkedin.com	605 W. Maude Avenue Sunnyvale, CA 94085 No Phone - Internet Only	Internet Posting	N	0
4	ZipRecruiter Internet - www.ziprecruiter.com	604 Arizona Avenue Santa Monica, CA 90401 877- 252-1062	Internet Posting	N	0
5	Syracuse University	Women's Building 310 820 Comstock Avenue, Room 214 Syracuse NY 13244 315-443-3270	Christopher Moldonado	N	0
6	Internal Referrals	WICZ- Fox40 4600 Vestal Parkway E. Vestal, NY 13850 607-770-4040	Employees	N	4
7	Penn State University	208D Carnegie Building University Park, PA 16802 814-864-2377	Robert Martin	N	6
8	SUNY Geneseo Career Services	Blake A104 1 College Circle Geneseo, NY 14454 585-245-5721	Kim Wilcox	N	0
9	SUNY Oswego	145 Marano Campus Center SUNY Oswego Oswego, NY 13126	Christine Doyle	N	2
10	SUNY Cortland Career Services	P.O. Box 2000 Cortland, NY 13945 607-753-2011	Lynn Rogers	N	0
11	University of Scranton Job Placement	Thomas Hall 4199 800 Linden Street Scranton, PA 18510 570-941-7400	Beth Holmes	N	0
12	NABET/ CWA	501 3rd Street NW Suite 880 Washington, DC 20001 202- 434-1254	Eric Segue	N	0
13	NYS Employment Center	Glendale Technology Park 2001 Perimeter Drive East Suite 3 Endicott, NY 13760 607-741-4500	Mike Puglisi	N	0
14	Marywood University	Career Services 2300 Adams Avenue Scranton, PA 18509 No Phone - Internet Only	Valerie Mandel	N	0

15	Binghamton University Career Development	P.O. Box 6000 Binghamton, NY 13902 607-777-2000	Jullian Kroll	N	0
16	Greater Binghamton Chamber of Commerce	5 South College Drive Binghamton, NY 13905 607-772-8860	Kathy Murphy	N	0
17	TV Jobs	P.O. Box 4116 Oceanside, CA 92052 800-374-0119	Internet	N	0
18	Ithaca College Career Services	953 Danby Road Ithaca, NY 14850 607- 274-3365	John Fraccia	N	0
19	SUNY Broome	P.O. Box 1017 Binghamton, NY 13902 607-778-5205	LuAnne Nelson	N	0
20	University of Pittsburgh Career Services	224 William Pott Union Pittsburgh, PA 15260 412-282-4473	Barbara Juliussen	N	0
21	You Tube	901 Cherry Avenue San Bruno, CA 94066 800-419-0157	Internet- youtube.com	N	0
22	Handshake	225 Bush Street Suite 1200 San Francisco, CA94103 No Phone - Internet Only	Internet- handshake.com	N	0
23	Twitter	1355 Market Street Suite 900 San Francisco 94103 No Phone - Internet Only	Internet- twitter.com	N	0
24	WICZ Website	WICZ- Fox40 4600 Vestal Parkway E. Vestal, NY 13850 607-770-4040	Internet- wicz.com	N	1
25	Embry Riddle Aeronautical University	1 Aerospace Blvd. Daytona Beach, FL 32114 No Phone - Internet Only	Valerie Mandel valerie.mandel@erau.edu	N	0

**EEO Public File Report**  
**Imagicomm Communications**  
**WICZ-TV, Binghamton, NY**  
**EEO Public File Report**  
**Reporting Cycle: 2/1/2023 – 1/31/2024**  
**Recruitment Initiatives**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	March 3, 2023	Participation in at least four job fairs by station personnel who have substantial responsibility for hiring decisions.	On March 3, 2023 the Employment Unit participated in the SUNY Oswego Virtual Job Fair, which was sponsored by the SUNY Oswego. The job fair was designed to attract college students who were enrolled as Communication Student at the school. The station assisted in publicity by featuring news stories on the events. The News Director, an individual who has substantial responsibility in the making of hiring decisions, attended the event.	Participant	News Director
2	March 24, 2023	Participation in at least four job fairs by station personnel who have substantial responsibility for hiring decisions.	On March 24, 2023 the Employment Unit participated in the Penn State: Success in the City Career Job Fair. The job fair was designed to attract college students for discussion on current and future opportunities. The News Director, an individual who has substantial responsibility in the making of hiring decisions, attended the event.	Participant	News Director
3	July 25, 2023	Participation in at least four job fairs by station personnel who have substantial responsibility for hiring decisions.	On July 25, 2023 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. The Program Director, an individual who has substantial responsibility in the making of hiring decisions, attended the event.	Participant	Operations Manager
4	August 2, 2023	Establish a training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	On August 2, 2023 several staff members a political training webinar designed to get key members of our staff familiar with the FCC political advertising rules and record keeping.	Participant	General Manager Station Manager Operations Manager Natl Sales Manager
5	September 21, 2023	Establish a training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	On September 21, 2023 members of our staff took part in a virtual sales conference, hosted by TVB. The conference sessions focused on local media marketing solutions to the advertising community. while working to develop advertising dollars for the medium's multiple platforms, including on-air, online and mobile.	Participant	General Manager Station Manager Sales Manager Account Executives
6	On Going	Participate in scholarship programs directed at students pursuing careers in broadcasting.	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. 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.	Training	Chief Engineer Unit President
7	On Going	Participate in additional activities that the licensee has designed to further the goal of disseminating information about employment opportunities.	The Employment Unit, every week, air the program "Hiring America". The program provides valuable resources and information for new and seasons 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, <a href="http://www.hiringamerica.net">www.hiringamerica.net</a> . Your training, your skills, your work ethic, and most of all, your leadership are important and unrivaled, and America's companies know.	Training	Chief Engineer Unit President