

WNEP-TV
EEO PUBLIC FILE REPORT
March 21, 2022 - March 20, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter/Multiskilled Journalist-11384	1, 3-5, 7-8, 12-16, 20-23, 26-27	22
Reporter/Multiskilled Journalist-11384	1, 3-5, 7-8, 12-16, 20-23, 26-27	8
Producer - 012055	1, 3-4, 7, 12-16, 20, 22-23, 26-27	22
National Sales Manager - 012315	1, 3-4, 7, 14-16, 20, 22-23, 26-27	22
Sports Director - 012327	1, 3-4, 7, 14-16, 20, 22-23, 25-27	25
Morning Assignment Editor-12737	1, 3-4, 7, 14-16, 20, 22-23, 26-27	22
Anchor/MSJ-12819	1-4, 6-7, 14-16, 20, 22-23, 26-27	2
Photographer-12844	1, 3-4, 7, 14-16, 19-20, 22-23, 26-27	19
Account Executive-12947	1, 3-4, 7, 13-16, 20, 22-23, 26-27	22
Commercial Producer-13036	1, 3-4, 7-8, 13-16, 19-20, 22-23, 26-27	19
Broadcast Director-13089	1, 3-4, 7, 13-16, 20, 22-23, 26-27	22
Broadcast Director-13089	1, 3-4, 7, 13-16, 20, 22-23, 26-27	22
IT Specialist-13110	1, 3-4, 6-7, 13-16, 20, 22-23, 26-27	6
Photographer-13264	1, 3-4, 6-7, 9, 13-16, 20, 22-23, 26-27	1
News Producer-13455	1, 3-4, 7, 13-16, 20, 22-23, 26-27	22
Broadcast Director-13718	1, 3-4, 7, 10-11, 13-18, 20, 22-27	22

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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	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	5
2	Current Employee/Internal Promotion	N	1
3	Devereux Pocono Programs & Services Organization 1547 Mill Creek Road Newfoundland, Pennsylvania 18445 Phone : 570-676-3052 Email : kjames2@devereux.org Kyle James	N	0
4	GorillaLogic 138 View Drive Greentown, Pennsylvania 18426 Phone : 607-794-0682 Email : idhill75@gmail.com Ian Hill	N	0
5	Indeed.com	N	1
6	Indeed.com - Not Directly Contacted by SEU	N	9
7	Kings College 133 N. River Street Wilkes-Barre, Pennsylvania 18711 Phone : 888-KINGSPA Url : http://www.kings.edu Email : theresakinney@kings.edu Fax : 1-570-208-5941 Theresa Kinney	N	0
8	Linked In	N	2
9	LinkedIn / Word of Mouth	N	1
10	Marywood University 2300 Adams Avenue Scranton, Pennsylvania 18509 Phone : 570-348-6211 Url : https://www.collegecentral.com/marywood/ Online Posting Manual Posting	N	0

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11	Medialine.com medialine.com , North Carolina Career Services Manual Posting	N	0
12	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
13	PA Career Link Carbon County 69 Broadway Jim Thrope, Pennsylvania 18229 Email : gawentz@ptd.net Gary Wendt	N	0
14	PA CareerLink Bucks County at Bristol 1260 Veterans Highway Bristol, Pennsylvania 19007 Phone : 2157811073 Email : bcummings@buckscarerlink.org Brian Cummings	N	0
15	PA CareerLink Lackawanna County 135 Franklin Street Scranton, Pennsylvania 18503 Email : c-cgerard@pa.gov Cathy Gerard	N	0
16	PA CareerLink Luzerne County at Hazleton Hazleton Center 75 N. Laurel Street Hazleton, Pennsylvania 18201 Email : christinejensen@lswib.org Christine Jensen	N	0
17	PAB 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Url : http://www.pab.org Gail Ponti Manual Posting	N	0

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18	Penn State University Penn State University Park State College, Pennsylvania 16802 Phone : 814-865-2377 Url : https://psu-csm.symplicity.com/employers/ Online Posting Manual Posting	N	0
19	Re-hire	N	2
20	Scranton Chamber of Commerce 222 Mulberry Street Scranton, Pennsylvania 18503 Phone : 570-342-7711 ext. 135 Email : bflorovito@scrantonchamber.com Brianna Florovito	N	0
21	Self Referral	N	1
22	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 753-854-6000 Url : www.TEGNA.com Job Board Manual Posting	N	42
23	The University of Scranton 800 Linden Street Scranton, Pennsylvania 18510-4580 Phone : 5709416557 Url : www.collegecentral.com/scranton Email : careers@scranton.edu Christina Whitney	N	0
24	tvjobs.com tvjobs.com , North Carolina Career Services Manual Posting	N	0
25	Walk In/Self-Referral	N	2

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26	Wilkes University 84 W. South Street Wilkes-Barre, Pennsylvania 18766 Url : http://www.wilkes.edu Email : careers@wilkes.edu Fax : 1-570-408-4061 Career Services	N	0
27	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:			66

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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	Ongoing Event	Provision of training to management	WNEP's President and General Manager attended the Executive Leadership in Action training session on 3/29-3/31. It is a newly created program that is based on TEGNA's Critical Leadership Skills. This is a leadership development program that is organized around four main leadership themes, including: Leadership Self Awareness, Leading Individuals for High Performance, Leading Teams for Results, and Leading Strategically for Innovation and Change. The TEGNA Critical Leadership Skills cut across these four areas and will be reinforced throughout the program.	1	President & General Manager
2	4/8/2022	Participation in events or programs sponsored by educational institutions	WNEP's Chief Meteorologist gave a weather presentation to elementary students at Leo Solomon Elementary School. The group was encouraged to ask questions throughout the presentation.	1	Chief Meteorologist
3	4/12/2022	Provision of training to management	WNEP's Director of Marketing attended the Leadership in Action training session on 4/12 - 4/14. It is a newly created program that is based on TEGNA's Critical Leadership Skills. This is a leadership development program that is organized around four main leadership themes, including: Leadership Self Awareness, Leading Individuals for High Performance, Leading Teams for Results, and Leading Strategically for Innovation and Change. The TEGNA Critical Leadership Skills cut across these four areas and will be reinforced throughout the program.	1	Director of Marketing
4	4/22/2022	Participation in events or programs sponsored by educational institutions	WNEP news reporter and news photographer took part in Meadowbrook Christian Academy (Northumberland County) Career Day. They spoke to the middle and high school students about what it is like working in the news business, showed some of the stories they covered and answered the students questions.	2	News Reporter News Photographer

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5	4/25/2022	Participation in events or programs sponsored by educational institutions	WNEP's News Director participated in a virtual visit to a class at Appalachian State in Boone, North Carolina. It was their first class of the semester. She talked about the future of news. What to expect as they enter the business, storytelling, different positions, as well as, overall how newsrooms operate.	1	News Director
6	Ongoing Event	Provision of training to management	A number of new to Tegna employees participated in a three day (4/25 through 4/27) Inclusive Journalism training session.	8	News Executive Producer Sports Director Others
7	4/28/2022	Participation in events or programs sponsored by educational institutions	<p>EMPOWER is the premier Women's Leadership Conference in NEPA and highlights the ability all women have to create positive change in their communities and in their own lives – both professionally and personally – while recognizing the extraordinary power that exists when women come together to support each other.</p> <p>This year, EMPOWER was bigger and better than ever! Themed Resilient, Together, the 2022 conference featured MORE dynamic speakers, total of 20, who armed attendees with information, encouraged them to pursue new opportunities, and inspire them to conquer current challenges. Offering multiple tracks, this year's conference also offered a new interactive wellness studio, an ever-growing vendor marketplace, small group meetups, mini sessions and an engaging event app.</p>	5	President & General Manager News Director Executive Producer Sales Staff
8	4/28/2022	Participation in events or programs sponsored by educational institutions	WNEP News Anchor represented WNEP at Abington Heights High School Career Day. He had dozens of students approach the table over the three hour event to inquire about future careers in broadcasting.	1	News Anchor
9	5/24/2022	Participation in events or programs sponsored by educational institutions	WNEP's Chief Meteorologist gave a weather presentation to the fourth-grade students at State Street Elementary School. The group was encouraged to ask questions throughout the presentation.	1	Chief Meteorologist

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10	Ongoing Event	Establishment of training programs for station personnel	This was the second of Secure TEGNA quarterly training modules focused on social engineering. This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential information.	106	Various
11	8/27/2022	Participation in events sponsored by organizations representing the community	This event showcased various occupations in the community for children of all ages. WNEP-TV was represented by an on-air talent and behind-the-scenes person. We had a set up that allowed the children to pretend to be a reporter on the air...under the lights in front of a camera, reading a script and answering questions.	2	Reporter/Anchor PSA Director
12	9/23/2022	Establishment of training programs for station personnel	This was the third of Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks.	106	Various
13	10/5/2022	Participation in events or programs sponsored by educational institutions	As part of our Inclusive Journalism Program, three WNEP employees participated in the Poynter session called "Transforming Crime Reporting into Public Safety Journalism." In many communities, coverage of crime amplifies existing inequity and harms underrepresented communities. Rather than focusing on sensational crime and disadvantaged communities, this workshop will focus on investing existing resources in documenting trends and holding law enforcement accountable, as well as some immediate steps journalists can take to improve coverage.	3	Assistant News Director Anchor/Reporter Reporter

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14	10/17/2022	Participation in events sponsored by organizations representing the community	Newswatch 16's MSJ spent an afternoon this summer at a Children's Career Fair hosted by the Outreach Center in Scranton. Equipped with a light, camera, microphone, and script, she tried to show children what it was like to be a broadcast journalist.	1	Reporter
15	10/17/2022	Participation in events sponsored by organizations representing the community	<p>WNEP Reporter spoke to a group of students at Delaware Valley Elementary School about how to gather story ideas, how to make sure a story is unbiased, how to present a story on air and other related news topics. She answered questions along the way.</p> <p>Info from teacher: 31st Year of 5th Grade Journalism Program, DVE-News/TV through Delaware Valley Elementary School in Pike County. We as coaches of the program would love for a journalist from WNEP come to our school to meet our reporters for our kickoff day. The journalist can give insight to journalism and perhaps answer some questions from the student reporters. DVE-News/TV has a morning news program streamed live to our school every day and we also offer an after-school newspaper program.</p>	1	Reporter
16	10/18/2022	Participation in events sponsored by organizations representing the community	WNEP's sports reporter participated in Carbondale Area High School career day. He spoke to four different groups of 9th grade students about broadcast journalism and my job as a sports anchor and reporter for about two hours. He went over basics of shooting, editing, producing, as well as what background and degrees are needed.	1	Sports Reporter

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17	10/20/2022	Participation in events sponsored by organizations representing the community	News producer did a Zoom meeting to Rowan University Journalism students. She talked about what her job entails, resumes, what it was like moving up here and what the interview process was like when she was applying for jobs. They asked her to provide any interview tips to them.	1	News Producer
18	10/24/2022	Participation in events sponsored by organizations representing the community	Chief meteorologist visited Solomon Elementary School in Plains, Pa. to talk with the kids about weather and our television station. The visit lasted over an hour and the kids, as well as teachers, asked lots of questions.	1	Chief Meteorologist
19	10/25/2022	Participation in events sponsored by organizations representing the community	WNEP morning anchor visited Abington Heights High School in Clarks Summit, Pa. She spoke to two oral communications classes back-to-back. They are doing an assignment that includes creating a morning newscast. She taught them about what ingredients go into making a quality morning newscast. She also spoke to them about the importance of being able to communicate effectively.	1	Anchor
20	10/28/2022	Participation in events sponsored by organizations representing the community	WNEP's Assistant Chief Photographer was part of a journalism panel at Wallenpaupack Area High School to lend professional guidance to help the students launch their new school newspaper. There were a dozen students in attendance along with various faculty and other media representatives. These students were in 9th through 12th grade.	1	Assistant Chief Photographer
21	12/13/2022	Participation in events sponsored by organizations representing the community	WNEP chief meteorologist spoke to 70 students at Mountain View Elementary School about the weather, the station his job and more.	1	Chief Meteorologist

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22	12/16/2022	Establishment of training programs for station personnel	This is the final Secure TEGNA quarterly training module for 2022, Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help you recognize risks and increase your understanding of the ever-changing threat landscape.	106	Various
23	1/2/2023	Participation in events or programs sponsored by educational institutions	<p>One of WNEP's Multi-Skilled Journalist judged students from Lehigh, Palmerton, Pocono Mountain West and Stroudsburg Area School Districts participated in the 2022 regional competition for Future Business Leaders of America. Each group was tasked with creating a 7 minute long newscast. Each newscast had a set of required topics like current events, financial literacy, highlighting a local business and events at their schools. Students were required to include elements of a real broadcast and dress the part too.</p> <p>In years past, this presentation was done in person. Covid has moved the competition to a virtual format, so all newscasts were pre-recorded.</p> <p>As a judge, she provided feedback on each video. The winning teams will move on to the FBLA State Competition.</p> <p>Judging was completed on 1/2/2023.</p>	1	Multi-Skilled Journalist
24	2/23/2023	Participation in events sponsored by organizations representing the community	Some students in Luzerne County learned what it is like to work in news this morning. Our morning anchor talked to 6th graders at Lake Noyan Elementary School for their Career Day. He told them what goes into making a newscast and they tried it out! They did a pretend newscast with anchors, weather and sports here in Luzerne County.	1	News Anchor

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25	2/24/2023	Participation in events or programs sponsored by educational institutions	Director of Marketing, Digital Content Director and News Reporter represented WNEP at Penn State's Annual JobExpo.COMM at the HUB-Robeson Center on Campus. The representatives from WNEP spoke to more than 40 Students from a variety of majors, including, Journalism, Broadcast Production, Advertising/Public Relations, and Communications. They also collected resumes from the students and encouraged them to apply for positions with Tegna.	3	Director of Marketing Digital Content Director Reporter
26	3/9/2023	Participation in events or programs sponsored by educational institutions	WNEP meteorologist spoke to about half of the 8th grade class (about 150 students) at Maxson Middle School's Career Day in Plainfield, New Jersey. He hosted 12 rotations of groups of 10-20 students. He spoke about what meteorology is (many students have never even heard of the word before). He spoke about what his job entails, how giving a forecast on a green screen works, and the STEMSEAS Program he participated in. He brought props including a thermometer and rain gage and some meteorology books. He held 10-minute installments, with a quick Q&A period afterward. Some groups included students who exclusively spoke Spanish, and he conducted these sessions in Spanish.	1	Meteorologist