

**WNEP-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Director - 14028	1-5, 7-22	3
Multi-Skilled Journalist - 014430	2, 4-7, 12-14, 17-19, 21-22	18
Digital Desk Assignment Coordinator - 014439	2, 4-7, 12-14, 17-19, 21-22	18
Assistant News Director - 014542	2-5, 7, 12-14, 17-19, 21-22	3
Digital Content Producer - 014564	2-5, 7-8, 12-14, 17-19, 21-22	3
Dig Content Producer - 14835	2, 4-5, 7-8, 11-14, 17-19, 21-22	8
Morning Reporter/Multiskilled Journalist #14830	2, 4-5, 7, 12-14, 17-19, 21-22	18
Multiskilled Journalist-14831	2, 4-5, 7-8, 11-14, 17-19, 21-22	18
Broadcast Director - 014972	2, 4-5, 7, 12-14, 17-19, 21-22	18
Account Executive - 015043	2, 4-8, 11-14, 17-19, 21-22	18
Digital Content Journalist - 15120	2, 4-5, 7-8, 11-14, 17-19, 21-22	18
Digital Content Journalist - 15120	2, 4-5, 7-8, 11-14, 17-19, 21-22	18
News Operations Manager	2-5, 7, 11-14, 17-19, 21-22	3
MSJ - 015255	2, 4-5, 7, 11-14, 17-19, 21-22	18

**WNEP-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	0
3	Current Employee/Internal Promotion	N	4
4	Devereux Pocono Programs & Services Organization 1547 Mill Creek Road Newfoundland, Pennsylvania 18445 Phone : 570-676-3052 Email : <a href="mailto:kjames2@devereux.org">kjames2@devereux.org</a> Kyle James	N	0
5	GorillaLogic 138 View Drive Greentown, Pennsylvania 18426 Phone : 607-794-0682 Email : <a href="mailto:idhill75@gmail.com">idhill75@gmail.com</a> Ian Hill	N	0
6	Indeed.com	N	5
7	Kings College 133 N. River Street Wilkes-Barre, Pennsylvania 18711 Phone : 888-KINGSPA Url : <a href="http://www.kings.edu">http://www.kings.edu</a> Email : <a href="mailto:theresakinney@kings.edu">theresakinney@kings.edu</a> Fax : 1-570-208-5941 Theresa Kinney	N	0
8	Linked In	N	12
9	Marywood University 2300 Adams Avenue Scranton, Pennsylvania 18509 Phone : 570-348-6211 Url : <a href="https://www.collegecentral.com/marywood/">https://www.collegecentral.com/marywood/</a> Online Posting Manual Posting	N	0

**WNEP-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
10	Medialine.com medialine.com , North Carolina Career Services Manual Posting	N	0
11	PA Career Link Carbon County 69 Broadway Jim Thrope, Pennsylvania 18229 Email : gawentz@ptd.net Gary Wendt	N	0
12	PA CareerLink Bucks County at Bristol 1260 Veterans Highway Bristol, Pennsylvania 19007 Phone : 2157811073 Email : bcummings@buckscareerlink.org Brian Cummings	N	0
13	PA CareerLink Lackawanna County 135 Franklin Street Scranton, Pennsylvania 18503 Email : c-cgerard@pa.gov Cathy Gerard	N	0
14	PA CareerLink Luzerne County at Hazleton Hazleton Center 75 N. Laurel Street Hazleton, Pennsylvania 18201 Email : christinejensen@lswib.org Christine Jensen	N	0
15	PAB 8501 Paxton Street Hummelstown, Pennsylvania 17036 Phone : 717-482-4820 Url : <a href="http://www.pab.org">http://www.pab.org</a> Gail Ponti Manual Posting	N	0
16	Penn State University Penn State University Park State College, Pennsylvania 16802 Phone : 814-865-2377 Url : <a href="https://psu-csm.symplicity.com/employers/">https://psu-csm.symplicity.com/employers/</a> Online Posting Manual Posting	N	0

**WNEP-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Scranton Chamber of Commerce 222 Mulberry Street Scranton, Pennsylvania 18503 Phone : 570-342-7711 ext. 135 Email : bflorovito@scrantonchamber.com Brianna Florovito	N	0
18	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 753-854-6000 Url : www.TEGNA.com Job Board Manual Posting	N	27
19	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
20	tvjobs.com tvjobs.com , North Carolina Career Services Manual Posting	N	0
21	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
22	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>49</b>

**WNEP-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/22/2023	Participation in events or programs sponsored by educational institutions	WNEP News Anchor participated in Wyoming Area Career Fair at Wyoming Area Secondary Center in Exeter. He spoke with graduating seniors and some juniors about various career opportunities in and around the area, including at WNEP.	1	News Anchor
2	3/22/2023	Participation in events or programs sponsored by educational institutions	WNEP's Director of Marketing and Webmaster represented WNEP at the King's College Spring 2023 Career & Internship Expo. They spoke with students who are looking for jobs and internships with local businesses.	2	Director of Marketing Webmaster
3	3/30/2023	Participation in events or programs sponsored by educational institutions	WNEP Chief Meteorologist spent several hours with students in Hazle Township, talking about the different types of jobs we have at WNEP-TV. There were about 300 students asking questions to the 16-guest panel which our Meteorologist was a part of. They talked about everything from weather reports to graphic design jobs at the station.	1	Chief Meteorologist
4	4/11/2023	Participation in events or programs sponsored by educational institutions	WNEP Meteorologist spoke to 4th graders at Dunmore Elementary Center. They are currently on their weather unit in Science class so she gave a little presentation about her job at WNEP and what it is like to work in the Backyard (they could not believe the green screen! !). She also spoke to them about clouds, weather instruments, the seasons and types of precipitation. There were approximately 70 students.	1	Meteorologist

**WNEP-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	4/12/2023	Participation in events or programs sponsored by educational institutions	Keystone student journalism coalition summit held at Kutztown University. WNEP reporter spoke to high school students about the news gathering process and showcased some of her work from Newswatch 16. She showcased everything from breaking news to special assignments. 200 students were a part of the summit from schools in the Lehigh Valley and Notheastern PA. The students asked many questions including, how the reporter meets deadlines, who to contact for information, and what happens if the day doesn't go as planed.	1	Reporter
6	4/13/2023	Participation in events sponsored by organizations representing the community	WNEP reporter did an interview with an East Stroudsburg University student. She talked about what it is like to work in the news industry, how she got to where she is, advice she had for future students entering the industry and what her day looks like on the job. All the questions she asked were written up by students in her class. The 30-minute interview was completed on the campus of East Stroudsburg University.	1	Reporter
7	4/20/2023	Participation in events or programs sponsored by educational institutions	WNEP News Anchor represented WNEP at the Abington Heights High School Career Day. He interacted with students who are interested in pursuing a career in broadcast journalism.	1	News Anchor
8	4/28/2023	Participation in events or programs sponsored by educational institutions	WNEP reporter spoke with 17 students who are involved in Marywood University Communications Department about WNEP-TV. He discussed the kinds of stories he covers, some of the skills he has learned (storytelling, live shots, how to work as a Mulitskilled Journalist) and why local news is so important. Following his presentation, the class put on a full broadcast which covered local, national and sports news.	1	Reporter

**WNEP-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
9	5/8/2023	Participation in events or programs sponsored by educational institutions	WNEP Meteorologist had a Junior from Abington Heights High School job shadow her. The student is interested in pursuing a career in meteorology. During the three hours she watched our meteorologist make a forecast, make graphics, record radio hits and do live hits in The Backyard. She is very interested in storm chasing and tracking severe weather. Job shadowing is a graduation requirement for students at Abington Heights.	1	Meteorologist/Reporter
10	7/7/2023	Participation in events sponsored by organizations representing the community	For the first time in the program's nearly 50-year history, meteorology is a course offered for upperclassmen high school students enrolled in the Upward Bound program at East Stroudsburg University in Monroe County. To commemorate the existence of the new class, one of WNEP's Stormtracker 16 Meteorologists was invited to deliver a presentation as a guest speaker for this summer's Upward Bound cohort. He spoke about his experience as a broadcast meteorologist at WNEP, as well as his other involvements.	1	Meteorologist
11	7/11/2023	Establishment of training programs for station personnel	Reporting Security Incidents - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on reporting suspicious emails, texts and phone calls.	105	All Station Employees
12	8/26/2023	Participation in events sponsored by organizations representing the community	One of WNEP's Broadcast Technicians participated in the Outreach Children's Career Fair in Scranton, PA. He showed children of various ages what it is like to be a news reporter. He had a camera, microphone and a monitor that they could see themselves in.	1	Broadcast Technician

**WNEP-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
13	9/21/2023	Co Sponsoring Job Fair	Our Director of Marketing, Local Sales Manager, Digital Sales Analyst and Account Executive represented WNEP-TV at the 2023 Northeast Broadcasting Job Fair, hosted by WVIA. WNEP was a media sponsor of this event. The team spoke with job seekers of all ages about open positions in Sales and Production departments. It was a great opportunity to educate the public, many of whom have never held a position in broadcast, about the industry and all the different departments that make a TV station work. About a dozen resumes were gathered in the interest of future contact.	4	Director of Marketing Local Sales Manager Digital Sales Analyst Account Executive
14	9/27/2023	Establishment of training programs for station personnel	Let's Have a Cyber Safe Holiday - Quarterly TEGNA Cyber Security Training to increase awareness of cybersecurity threats that can compromise data and networks. This module is focused on phishing and online shopping safety.	105	All Station Employees
15	10/4/2023	Participation in events or programs sponsored by educational institutions	A junior from the Abington Heights High School did a job shadow with our morning anchor. She requested the job shadowing opportunity because she is interested in journalism as a career. She was asked to do the job shadow assignment as part of a career preparedness class.	1	News Anchor
16	10/10/2023	Establishment of training programs for station personnel	TEGNA's Content Director and Regional Content Director held 10 training session on two days (10/10 & 10/11) to review TEGNA's social media and ethical journalism policies with news personnel.	40	All Content Employees
17	10/11/2023	Establishment of training programs for station personnel	TEGNA's Regional Content Director held a Win the Day training session. This training focused on utilizing analytics to identify stories that are performing well for other stations in the group and publishing them to wnep.com. Other strategies included posting videos consistently to YouTube and making sure that the big news stories are posted timely and accurately.	5	Digital Content Producers Digital Content Director Digital Assignment Desk Coordinators



**WNEP-TV**  
**EEO PUBLIC FILE REPORT**  
**March 21, 2023 - March 20, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
18	10/11/2023	Establishment of training programs for station personnel	The Digital team participated in Writing for the Referral training which focused on using headline testing and SEO (Search Engine Optimization) best practices to help increase traffic to WNEP.com and the WNEP app.	3	Digital Director Digital Content Producer Digital Content Producer
19	10/19/2023	Participation in events or programs sponsored by educational institutions	WNEP's Multi-Skilled Journalist was invited to speak to a group of high school students at Pottsville's Gillingham Charter School. She discussed her college experience and how she uses her degree with her role in the newsroom and the importance of local news. The students were in the 7th - 12th grades. The session included a Q&A portion and a short presentation.	1	Multi-Skilled Journalist
20	12/7/2023	Participation in events sponsored by organizations representing the community	WNEP's meteorologist and reporter participated in Dunmore Jr./Sr. High School's Career Fair. They spoke to 8th and 11th graders about their jobs in News and Weather.	2	Meteorologist/Reporter Reporter
21	2/23/2024	Participation in Job Fairs	WNEP-TV's marketing manager, local sales manager and news reporter attended the 2024 Klein College of Media and Communication Internship and Career Fair at Temple University. They met with more than 100 students and graduates interested in job openings with WNEP and with TEGNA.	3	Marketing Manager Local Sales Manager News Reporter
22	2/23/2024	Participation in Job Fairs	WNEP-TV's News Director, Digital Content Director and Digital Sales Coordinator attended the 25th Annual JobExpo.Comm 2024 Internship/Career Fair at Penn State University. They met with more than 100 students from the Bellisario College of Communications and collected resumes from those interested in job openings at WNEP and TEGNA.	3	News Director Digital Content Director Digital Sales Coordinator
23	3/20/2024	Participation in Job Fairs	WNEP-TV's Director of Marketing and Digital Director attended the King's College Spring 2024 Career & Internship Expo. They met with more than 20 students eager to learn about broadcast opportunities at WNEP, and with TEGNA.	2	Digital Director Director of Marketing