

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period January 23, 2018 to January 22, 2019.

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

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

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:**

Job Title	Recruitment Source Referring Hiree
a. Sports Anchor	TV jobs
b. Weekend Sports Anchor	TV Jobs
c. News Anchor	TV Jobs
d. Commercial Producer	WICZ Website
e. Receptionist	Indeed.com
f. Traffic Coordinator	WICZ Website
g. Multi-Media Journalist	TV Jobs

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

5a) Job Title: Sports Anchor Referral Source(s) of Hire: TV Jobs

(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	0	Yes
SUNY Geneseo Career Services	Kim Wilcox	Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
Binghamton Chamber of Commerce	Kathy Murphy	49 Court Street Binghamton, NY 13901	607-772-8860	0	No
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	4	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
SUNY Broome	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes
Indeed.cpm	Suh Neubauer	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No
Internal Candidate	Suh Neubauer	Vestal Parkway E. Vestal, NY 13850	607-770-4040	2	No
University of Pittsburgh Career Services	Barbara Juliussen	224 William Pitt Union Pittsburgh, PA 15260		0	Yes*
Outside Referral	Jeff Horn	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No

5b) Job Title: Weekend Sports Anchor**Referral Source(s) of Hire: TV Jobs**

(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	0	Yes
SUNY Geneseo Career Services	Kim Wilcox	Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	2	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
SUNY Broome	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes
Indeed.com	Wayne Gordon	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No
Internal Candidate	Jeff Horn	Vestal Parkway E. Vestal, NY 13850	607-770-4040	1	No
Internal Referral	Suh Neubauer	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No
University of Pittsburgh Career Services	Barbara Juliussen	224 William Pitt Union Pittsburgh, PA 15260		0	Yes*

5c) Job Title: News Anchor

Referral Source(s) of Hire: TV Jobs

(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	0	Yes
SUNY Geneseo Career Services	Kim Wilcox	Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
WICZ/ WBPN Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
Outside Referral	Suh Neubauer	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
University of Pittsburgh Career Services	Barbara Juliussen	224 William Pitt Union Pittsburgh, PA 15260		0	Yes*
TV Jobs Broadcast Employment Services (TVJobs.com)	info@tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	1	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
SUNY Broome	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes
Lorna Dave Agency		john@lornadave.com	607-770-4040	1	No
Internal Candidate	Suh Neubauer	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No

5d) Job Title: Commercial Producer**Referral Source(s) of Hire: WICZ Website**

(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	0	Yes
SUNY Geneseo Career Services	Kim Wilcox	Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	3	No
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	0	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
SUNY Broome	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes
Internal Candidate	John Leet	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No
Internal Referral	Wayne Gordon	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No
Outside Referral	Suh Neubauer	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No
Indeed.com	Jeff Horn	Vestal Parkway E. Vestal, New York	607-770-4040	0	No
University of Pittsburgh Career Services	Barbara Juliussen	224 William Pitt Union Pittsburgh, PA 15260		0	Yes*

5e) Job Title: Receptionist**Referral Source(s) of Hire: Indeed.com**

(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	0	Yes
SUNY Geneseo Career Services	Kim Wilcox	Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton. PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	1	No
Linked In	Wayne Gordon	Vestal Parkway E. Vestal, NY 13850	607-770-4040	1	No
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	0	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
SUNY Broome	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes
Internal Candidate	John Leet	Vestal Parkway E. Vestal, NY 13850	607-770-4040	1	No
Indeed.com	Jeff Horn	Vestal Parkway E. Vestal, NY 13850	607-770-4040	2	No

5f) Job Title: Traffic Coordinator**Referral Source(s) of Hire: Indeed.com**

(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	0	Yes
SUNY Geneseo Career Services	Kim Wilcox	Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
Outside Referral	Wayne Gordon		607-770-4040	0	No
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	0	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
Broome Community College	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes
Internal Candidate	John Leet	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No
Indeed.com	Jeff horn	Vestal Parkway E. Vestal, NY 13850	607-770-4040	4	No

5g) Job Title: Multi-Media Journalist

Referral Source(s) of Hire: TV Jobs

(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	0	Yes
SUNY Geneseo Career Services	Kim Wilcox	Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	3	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
SUNY Broome	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes
Indeed.com	Wayne Gordon	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No
Internal Candidate	Jeff Horn	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No
Internal Referral	Suh Neubauer	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No
University of Pittsburgh Career Services	Barbara Juliussen	224 William Pitt Union Pittsburgh, PA 15260		0	Yes*

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

During the reporting period there were three news-related openings.

The New England Institute of Technology requested that they be notified of only technical related openings.

During the reporting period, there were no technical related openings.

6) Total # of Interviewees Referred: For the period from January 23, 2018–January 22, 2019 this Employment Unit interviewed 26 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) News Internship Program

The Employment United 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 twelve interns during the period covered by this report.

(b) Participation in Business Show/ Job Fairs

On June 15, 2018 the Employment Unit participated in the Project Homecoming 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

(c) Participation in Business Show/ Job Fairs

On December 27, 2018 the Employment Unit participated in the Project Homecoming 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 winter 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 Events Sponsored by Educational Institutions

On May 5, 2018 the Employment Unit's News Director took part in the Red Cross Real Heroes Breakfast saluting community members who performed heroic acts. At our table she was available to talk to attendees about the television news business.

(f) Participation in Events Sponsored by Educational Institutions

On April 12, 2018 the Employment Unit's News Director broadcast panelist for the Future Business Leaders of America look at the role and the opportunities within the media

(g) 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.

(h) 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.

(i) 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.

(j) Other Outreach Activities

On January 7, 2018 The Employment Unit's News Director was a panelist for the Greater Binghamton Chamber of Commerce's "Broome's Leadership Institute Kick-off Event", a training session for community leaders and educators regarding media relations and media employment.

(k) Listing of Upper Level Openings

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