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I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Sales Specialist 3413	1-7, 11, 13, 16-25, 27-31	16
Newscast Producer 3243	1-7, 10-11, 13-14, 17-31	13
Digital Desk Producer 3554	1-7, 9, 11, 13, 16-25, 27-28, 30-31	16
Digital Desk Producer 3554	1-7, 9, 11, 13, 16-25, 27-28, 30-31	16
News Director 3572	1-8, 11, 15, 17-18, 20-25, 27-31	15
News Director 3572	1-8, 11, 15, 17-18, 20-25, 27-31	8
Executive Producer 3659	1-8, 11-12, 15, 17-18, 20-25, 27-31	29
News Producer 3938	1-7, 11, 17-18, 20-25, 27, 29-31	29
MSJ for News/Sports 3945	1-7, 11, 15, 17-18, 20-25, 27, 29-31	29
Assistant News Director 3962	1-7, 11, 17-18, 20-25, 27, 29-31	29
News Producer 4086	1-7, 11, 15, 17-18, 20-25, 27, 29-31	15
Weekend Meterologist 4138	1-7, 11, 15, 17-18, 20-25, 27, 29-31	15

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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	Buffalo City Hall 65 Niagara Square Buffalo, New York Phone : 716-851-9614 Fax : 1-716-851-5401 John J. Hannibal, IV, M.D., J.D.	N	0
2	Buffalo State College 1300 Elmwood Avenue Buffalo, New York Phone : (716) 878-5811 Email : careers@buffalostate.edu Denise Harris	N	0
3	Buffalo Urban League Inc 15 E. Genesee Street Buffalo, New York Phone : 716-250-2400 Email : gtate@buffalourbanleague.org Grace or Ivy Tate or Diggs-Washington	N	0
4	Canisius College 2001 Main Street Buffalo, New York Phone : 716-883-7000 Url : www.collegecentral.com/canisius Email : careers@canisius.edu Rachel Edmonds	N	0
5	Case Western Reserve University 10900 Euclid Ave Cleveland, Ohio 44106 Phone : 216 368 4446 Url : http://www.cwru.edu/ Email : employers@case.edu Tasha Fryfogle	N	0
6	Central State University PO Box 1004 Wilberforce, Ohio 45384 Phone : 216 431 3423 Url : http://www.centralstate.edu/index.php Email : careerservices@centralstate.edu Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Colored Musicians Club 145 Broadway Street, P.O. Box 706 Buffalo, New York Phone : 716-885-9383 Email : gscott2679@aol.com George Scott	N	0
8	Current Employee	N	2
9	Employee Referral	N	1
10	Glassdoor.com Glassdoor.com Sausalito, California Glassdoor.com N/A Manual Posting	N	0
11	Howard University, Student Resource Center C.B. Powell Building, 525 Bryant Street, NW Washington, District of Columbia Phone : 202-806-7513 Email : huocrecruit@gmail.com Fax : 1-202-462-4267 Career Service	N	0
12	Indeed.com	N	3
13	Job posting on internet	N	5
14	JuJu.com Juju.com New York, New York Juju.com Job Search Engine Manual Posting	N	0
15	Linked In	N	8
16	LinkedIn / Word of Mouth	N	3
17	NAACP (National Assoc. for Advancement of Colored People) 1490 Jefferson Avenue Buffalo, New York Phone : (716) 884-7242 Email : naacp@buffalonaacp.org Rev. Mark Blue	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	National Association Of Black College Broadcasters (NABCB) 1001 Conn. Ave N. W. Washington , District of Columbia 20036 Phone : (202) 463-8970 Email : info@usbcnetwork.com Sherman Kizart	N	0
19	National Association of Black Owned Broadcasters 1250 Connecticut Avenue, N.W. Washington, District of Columbia 20036 Phone : 404-523-6136 Url : https://nabob.org/about-nabob/ Email : nabobinfo@nabob.org Kathy Nickens	N	0
20	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : membership@ncnw.org Cassandra Wint	N	0
21	Niagara University, Office of Career Development P.O. Box 2041 Niagara University, New York Phone : 716-286-8535 Url : www.niagara.edu/ Email : careers@niagara.edu Mike Skowronski	N	0
22	North Carolina Central University 1801 Fayetteville St Durham, North Carolina 27707 Phone : 919-530-6198 Url : http://www.nccu.edu/ Email : nccucareerservices@nccu.edu Career Services	N	0
23	NYS Broadcasters Association 1805 Western Avenue Albany, New York Phone : 518-456-8888 Url : www.nysbroadcastersassn.org Email : sandy@nysbroadcasters.org David Donovan	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Seneca Nation of Indians 1510 Route 438 Irving, New York Phone : 716-532-9221 Email : Darcy.kettle@sni.org Fax : 1-716-532-0497 Darcy Kettle	N	0
25	State University of NY at Fredonia, Career Dev. Office – 2nd Floor Gregory Hall Fredonia, New York Phone : 716-673-3327 Email : careers@fredonia.edu Christopher LaGrow	N	0
26	Station Website	N	3
27	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205 366 8894 Url : http://www.stillman.edu/ Email : jcurrie@stillman.edu J Currie	N	0
28	Syracuse University, Career Servicese 235 Schine Student Center, 303 University Place Syracuse, New York Phone : 315-443-3616 Email : careers@syr.edu Mike Cahill	N	0
29	TEGNA Careers Page 8350 Broad St. Suite 2000 Tysons, Virginia 22102 Human Resources Manual Posting	N	16
30	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**41**

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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	3/20/2025	Participation in events or programs sponsored by educational institutions	WGRZ Anchor/Reporter participated in the 2025 Syracuse University Citrus - TV Awards as a Panel Judge in the News/Anchor category. The Anchor/Reporter discussed potential careers in Broadcast Journalism.	1	Anchor/ Reporter
2	3/20/2025	Participation in events or programs sponsored by educational institutions	WGRZ's Executive Producer and Anchor Reporter participated in the University at Buffalo Communications Conference - Panel Discussion with industry leaders addressing questions about daily news operations and how to keep content fresh. They discussed their careers in Broadcast Journalism and how their positions impact the stories delivered to our viewers.	2	Exeutive Producer Anchor/Reporter
3	3/22/2025	Participation in events sponsored by organizations representing the community	WGRZ Anchor and Reporter served as Emcee for the Willie Hutch Jones Sports Education STEAM Fair. Elementary, Middle School and High School students from across Western New York participated in this Science, Technology, Engineering, Arts and Mathematics Fair. The Anchor and Reporter spoke about careers in Broadcast Journalism.	1	Anchor/ Reporter
4	3/28/2025	Participation in other activities designed by the station employment unit	WGRZ Programming Coordinator hosted a group of 15 students from Buffalo Academy for Visual and Performing Arts for a tour of WGRZ and viewing of Mid - Day news in the studio. The students were a part of the Media Communications/ Web Design & College Transition program.	1	Programming Coordinator
5	4/2/2025	Establishment of training programs for station personnel	WGRZ Producer/Director provided internal training on Photoshop and Chyron systems new enhancements. These trainings in Photoshop and Chyron will increase our newsroom staffers skills to help promote digital platforms.	4	Digital Producer Digital Director Digital Producer Assignment Editor
6	4/12/2025	Participation in events sponsored by organizations representing the community	WGRZ's Anchor/Reporter served as emcee for the Buffalo's Best Kielbasa Contest. She spoke to attendees about WGRZ's mission and dedication to the Western New York Community and careers in Broadcast Journalism.	1	Anchor/ Reporter

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7	4/24/2025	Establishment of training programs for station personnel	TEGNA Station, WXIA, hosted a "Lunch & Learn" on Artificial Intelligence. This training on converting web news stories to broadcast style. This training increased skills in the newsroom to tackle the issue of story repetition and improving newscasts on all platforms.	1	Digital Director
8	Ongoing Event	Participation in other activities designed by the station employment unit	WGRZ Multi-Skilled Journalist serves as a mentor for a student at University at Buffalo. She meets monthly with the student to discuss career goals and share insights about experiences and career in the broadcasting industry.	1	MSJ- Multi Skilled Journalist
9	4/29/2025	Participation in events or programs sponsored by educational institutions	WGRZ's Multi-Skilled Journalist served as panelist at the Canisius University - William H. Fitzpatrick Institute of Public Affairs and Leadership Lecture Series - Free Speech and the Current State of Free Press in America. The Multi-Skilled Journalist spoke about the mechanics, operations of TV news and the mission of WGRZ, as well as careers in Broadcast Journalism.	1	MSJ- Multi Skilled Journalist
10	5/8/2025	Participation in events sponsored by organizations representing the community	WGRZ's Anchor/Reporter served as emcee for the Buffalo City Year 5 Year Anniversary Event. City Year is a national education-focused non-profit that works to keep students in school and on track to high school graduation. Anchor/Reporter spoke about careers in the Broadcast Industry.	1	Anchor/ Reporter
11	5/10/2025	Participation in events sponsored by organizations representing the community	Anchor/Reporter served as emcee at the Erie County Medical Center Foundation - Spring Gala Honoring Healthcare Professionals in Western New York. This event is the largest gala in Western New York with over 1,800 in attendance. Anchor/Reporter spoke to participants about careers in Broadcast Journalism.	1	Anchor/ Reporter

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12	5/10/2025	Participation in events sponsored by organizations representing the community	WGRZ's Anchor/Reporter served as emcee for the Summit Center Autism Awareness Walk, at the Summit Center in Getzville NY. The Summit Center is Western New York's leading provider of evidence-based programs for individuals with developmental, social, and behavioral challenges. Anchor/Reporter spoke to participants about a career in Broadcast Journalism at this event.	1	Anchor/ Reporter
13	9/17/2025	Participation in events sponsored by organizations representing the community	WGRZ's Anchor/Reporter served as emcee of Our Lady of Victory Charities - Victory Nite Fundraising Event. This event raises funds supporting live changing programs serving the most vulnerable children, adults and families in Western New York. Anchor/Reporter spoke to participants about careers in the Broadcast Industry.	1	Anchor/ Reporter
14	Ongoing Event	Participation in other activities designed by the station employment unit	WGRZ's Anchor/Reporter participated in Syracuse University's mentoring program. She met with Syracuse University Students majoring in PR and International Relations. She spoke to students about future career paths in the broadcasting industry.	1	Anchor/ Reporter
15	10/9/2025	Participation in events sponsored by organizations representing the community	WGRZ's Anchor/Reporter served as emcee for the Build Promise - Ribbon Cutting Celebration. This event launched the opening of a new men's shelter "Build Promise" Amy's Place of Hope an 8-million-dollar investment in the Western New York Community. She also spoke to participants about future careers in the Broadcast Journalism Industry.	1	Anchor/ Reporter
16	10/18/2025	Participation in events sponsored by organizations representing the community	WGRZ's Anchor/Reporter served as emcee for the American Cancer Society Making Strides Against Breast Cancer Walk. This is an annual walk/ fundraiser for the American Cancer Society. She also spoke to other participants about future careers in Broadcast Journalism.	1	Anchor/ Reporter

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17	10/22/2025	Participation in events sponsored by organizations representing the community	WGRZ's Anchor/Reporter served as moderator for the Spectrum Health and Human Services - Under Construction: Mental Health Wellness in the Construction Industry Webinar. She also discussed careers in the Broadcast Industry in the webinar that was streamed live and available on-line.	1	Anchor/ Reporter
18	10/26/2025	Participation in events sponsored by organizations representing the community	WGRZ's Multi-Skilled Journalist participated and served as emcee for the American Heart Association - Cycle Nation event. This event offered CPR Training to the Western New York Community. The Multi-Skilled Journalist also discussed careers in the Broadcast News Industry.	1	MSJ- Multi Skilled Journalist
19	11/1/2025	Participation in events sponsored by organizations representing the community	WGRZ's Anchor/Reporter served as emcee for the Big Brothers Big Sisters of Western New York - BIG Celebration Gala. Big Brothers Big Sisters creates life-changing mentorship for young boys and girls across the Western New York Community. Anchor/Reporter spoke to attendees about the importance of mentorship for young people and how it can help improve lives across Western New York, as well as potential careers in Broadcast Journalism.	1	Anchor/ Reporter
20	12/16/2025	Participation in events or programs sponsored by educational institutions	WGRZ's Anchor/Reporter served as Emcee at the Trocaire College 74th Commencement. The Anchor/Reporter and Graduate Announcer addressed new graduates of the college and spoke about careers in Broadcast Journalism.	1	Anchor/ Reporter