

**WWNY-TV/WNYF
EEO Public File Report
Job Vacancy Summary
Period Covered February 1, 2015 to January 31, 2016**

Job Vacancy and Recruitment Information

Job Title	Date Filled	Recruitment Sources Used	Recruitment Source of Interviewees (#)	Recruitment source of hire
General Manager	6/26/15	1, 2, 3, 4, 5, 6, 8, 9, 11, 12, 14, 15, 17, 18, 19, 21, 22, 23, 24, 25, 26, 27, 28, 31, 32	11, 11, 11, 11, 11, 31, 32, 32, 32	TVNewsCheck
Account Executive	7/1/15	1, 2, 3, 4, 6, 8, 9, 11, 12, 14, 15, 18, 19, 21, 22, 23, 24, 25, 26, 27, 28, 30	12, 14, 14, 15, 15, 15, 30	Wwnytv.com
Photojournalist	6/9/15	1, 2, 3, 4, 5, 6, 8, 9, 11, 12, 14, 15, 17, 18, 119, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 33	12, 12, 29, 29	Wwnytv.com
Photojournalist	6/24/15	Same pool of candidates as Photojournalist opening filled 6/9/15	Same interviewees as Photojournalist opening filled 6/9/15	Wwnytv.com
Ingester (PT)	6/23/15	1, 2, 3, 4, 6, 8, 9, 11, 12, 14, 15, 18, 19, 21, 22, 23, 24, 25, 26, 27, 30, 33	6, 12, 30, 30	Wwnytv.com

Photojournalist	9/10/15	1, 2, 3, 4, 5, 6, 8, 9, 11, 12, 14, 15, 17, 18, 19, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 33, 34, 35	5, 5, 19, 19, 19	Syracuse University
Photojournalist	9/21/15	Same pool of candidates as Photojournalist opening filled 9/10/15	Same interviewees as Photojournalist opening filled 9/10/15	TVJobs.com

Total number of interviewees and number of interviewees referred by each recruitment source

Recruitment Sources	Total Number of Interviews
Employee referral	3
WWNY Website (wwnytv.com)	4
Internal posting	5
NYS Job Bank	1
University of Maryland	2
NAB	1
TVNewsCheck	3
Walk in applicant	2
Indeed.com	3
Syracuse University	3
TVJobs.com	2
Total Interviews	29

Recruitment Resource Table

#	Name	Address	Contact	Phone
1.	Jefferson Community College Career Placement Services	1220 Coffeen St., Watertown, NY 13601	Michelle Gefell , Exec. Dir.	786-2269

2.	SUNY College of Tech Career Services	Cornell Drive, FOB 232, Canton, NY 13617	Joel Bixby, Exec. Dir.	386-7119
3.	SUNY Potsdam Career Planning Center	128 Sisson Hall, Potsdam, NY 13676	Karen Ham, Exe. Dir.	267-2339
4.	St. Lawrence University Career Planning Center	Canton, NY 13617	Kathy Archibald, Exec. Dir.	229-5906
5.	TVJobs.Com (DBA Broadcast Employment Services	PO Box 4116, Oceanside, CA 92052- 4116	Mark C. Holloway, CEO	877-988-9808
6.	NY State Job Bank	www.jobcentral.org/ny/		
7.	NAB	www.nab.org		
8.	NYS Broadcasters	www.nysbroadcastersassn.org		
9.	Watertown Daily Times	260 Washington St., Watertown, NY 13601	Classifieds Desk	315-782-0400
10.	Syracuse Post Standard	PO Box 4915, One Clinton Sq., Syracuse, NY 13221-4915	Classifieds Desk	315-470-0032
11.	Internal posting			
12.	WWNY Website	www.wwnytv.com		
13.	WWNY-TV/WNYF-TV On-air advertising			
14.	Employee Referral			
15.	Walk in applicants			
16.	Radio Television News Directors Association	www.rtnda.org		
17.	Media Line	www.medialine.com		
18.	SUNY Oswego – Career Services	606 Culkin Hall, Oswego, NY 13126	Bob Casper	315-312-2255
19.	Syracuse University	belichti@syr.edu Syracuse, NY 13244	Bridget Lichtinger	315-443-1913
20.	Greater Watertown North Country Chamber of Commerce Job and Career Expo	events@watertownny.com , GWNC Chamber of Commerce, 1241	Michelle Farrell	315-788-4400

		Coffeen St., Watertown, NY 13601		
21.	Ithaca College	www.ithaca.edu/careers	John Fracchia	607-274-1687
22.	Cayuga Community College	w3.cayuga- cc.edu/cayugaconnect/		
23.	SUNY Plattsburgh	805 Kehoe Admin Building, 101 Broad St., Plattsburgh, NY 12901		518-564-2071
24.	Clarkson University	www.clarkson.edu	Margo Johnston	315-268-3858
25.	Herkimer Community College	www.collegecentral.com /herkimer/		
26.	7NEWS Sales Team Facebook page			
27.	7NEWS Facebook page			
28.	University of Missouri	www.HireMizzouTigers. com		
29.	University of Maryland	aflynn1@UMD.edu , 3105A Knight Hall, College Park, MD 20742	Adrienne Flynn	301-405-7247
30.	Indeed.com	www.indeed.com		
31.	NAB – Broadcast Career Link	Boxwoodtech.com		888-491-8833 ex. 1748
32.	TVNewscheckMedia	238 Crosshill Road, Wynnewood, PA 19096	Phil Kirk	
33.	UltiPro	https://ew11.ultipro.com		
34.	Central New York Recruiting Consortium	www.collegecentral.com /cnyrc		mail@collegecentral.co m
35.	The Pennsylvania State University	The College of Communications, 208-D Carnegie Building, University Park, PA 16802	Bob Martin, Assistant Dean, Office of Internships and Career Placement	814-863-4674, rpm163@psu.edu

Employment Outreach Initiatives

	Recruitment Initiative	Brief Description of Activity
1	Greater Watertown North Country Chamber of Commerce Job Fair – April 9, 2015	Co-sponsored and participated in Job Fair in an effort to recruit for future employment and to raise awareness of career in the broadcast industry.
2	Workforce 2020 at Bruce M. Wright Memorial Center – November 19, 2015	The Bruce M. Wright Memorial Center hosted a career day for high school juniors and seniors in Jefferson and Lewis Counties sponsored by the Greater Watertown North Country Chamber of commerce. WWNY managers met with students to interview, review resumes and discuss individual plans for college and work.
3	Job Shadowing for Jefferson Community College Student – March 23, 2015	Student participated in a 1-day job shadowing program Among their activities were: attending a News assignment meeting and following a reporter on a story from start to finish.
4	Job Shadowing for Sandy Creek Central School Student – April 1, 2015	Student participated in a 1-day job shadowing program Among their activities were: attending a News assignment meeting and following a reporter on a story from start to finish.
5	Job Shadowing for Indian River Central Student – April 15, 2015	Student participated in a 1-day job shadowing program Among their activities were: attending a News assignment meeting and following a reporter on a story from start to finish.
6	JCC Journalism 101 Class Visit – April 24, 2015	The class received a tour of the station and observed a live newscast from the studio. After the newscast the class participated in a question and answer session with co-anchors Beth Hall, Diane Rutherford and Jeff Cole.
7	Carthage Central School Writing Class Visit – May 21, 2015	Craig Thornton visited two English classes to discuss how he uses his writing skills in his job at WWNY.
8	Job Shadowing for 1000 Islands Central Student – November 9, 2015	Student participated in a 1-day job shadowing program Among their activities were: attending a News assignment meeting and following a reporter on a story from start to finish.
9	Station Tours	Tours for school and community groups are regularly scheduled. As part of the tour News and Production personnel will talk to participants about broadcasting careers.