

**WWNY-TV/WNYF
EEO Public File Report
Job Vacancy Summary
Period Covered February 1, 2016 to January 31, 2017**

Job Vacancy and Recruitment Information

Job Title	Date Filled	Recruitment Sources Used	Recruitment Source of Interviewees (#)	Recruitment source of hire
Account Executive	5/16/16	4, 9, 11, 12, 14, 18, 19, 21, 23, 29, 30, 33, 34	9, 11, 14, 30	30 – Indeed.com
Photojournalist	5/3/16	4, 6, 8, 9, 11, 12, 18, 19, 21, 23, 29, 30, 33, 34	11	11 – Internal posting
Master Control Op	7/27/16	9, 11, 12, 14, 15, 30, 33, 34	12, 14, 30	12 – WWNY website
Ingester	8/16/16	9, 11, 12, 33	9, 12	12 – WWNY website
Business Manager	8/29/16	8, 9, 17, 30	9, 30	30 – Indeed.com
Photojournalist	10/10/16	4, 8, 9, 11, 12, 18, 19, 21, 23, 29, 30, 33	8, 11, 12	8 - Sandy@nysbroadcasters.org
Photojournalist	12/26/16	Same pool of candidates as Photojournalist opening filled 10/10/16	8, 11, 12	1212 – WWNY website

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

Recruitment Sources	Total Number of Interviews
Employee referral	2
WWNY Website (wwnytv.com)	6
Internal posting	6
Indeed.com	5
NYS Broadcasters	2
Watertown Daily Times	3
Total Interviews	24

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.	Penn State	jlm156@psu.edu		
7.	NAB	www.nab.org		
8.	NYS Broadcasters	www.nysbroadcastersassn.org	Sandy@nysbroadcasters.org	
9.	Watertown Daily Times	260 Washington St., Watertown, NY 13601	Classifieds Desk	315-782-0400
10.	Syracuse Post Standard	PO Box 4915, One	Classifieds Desk	315-470-0032

		Clinton Sq., Syracuse, NY 13221-4915		
11.	Internal posting			
12.	WWNY Website/Facebook	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 Coffeen St., Watertown, NY 13601	Michelle Farrell	315-788-4400
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 www.mediajobcenter.com	
33.	UltiPro	https://ew11.ultipro.com		
34.	Central New York Recruiting Consortium	www.collegecentral.com/cnyrc		mail@collegecentral.com
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
36.	Craigslist Watertown	www.craigslist.com		
37.	Craigslist Syracuse	www.craigslist.com		

Employment Outreach Initiatives

	Recruitment Initiative	Brief Description of Activity
1	Gateway to Careers 2016 – SUNY Canton Campus March 30, 2016	High School Juniors and seniors from St. Lawrence County schools were interviewed and advised in mock interview and advisement sessions regarding jobs and careers in television, media and related creative fields by Craig Thornton and Jeff Shannon.
2	Workforce 2020 at Bruce M. Wright Memorial Center – November 3, 2016	The Watertown International Airport 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 – November 5, 2106	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 anchor Jeff Nelson.
4	Job and Career Expo – April 14, 2016 – sponsored by Greater Watertown Chamber of Commerce.	Hundreds of local job seekers came to the Bruce M. Wright Memorial Conference Center and spoke to several of our managers about potential employment with WWNY TV. We talked with job seekers about current and future availability and what type of positions we generally hire for.
5	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.
6	Internship for Carl Steadman 5/31/16 to 7/29/16 – in conjunction with Rochester Institute of Technology	WWNY/WNYF/MeTV North Country participated in a production internship program with Rochester Institute of Technology. The student, Carl Steadman shadowed our Commercial Producers, Operations Manager and Assistant Production Managers as well as one of our news reporters. Commercial Production/Promotional activities included video editing, shooting graphic development with Adobe Photoshop and After Effects, music selection, cg creation, and video clip conversion.
7	Internship for Alex Davidson 6/16/16 to 8/22/16 – in conjunction with Cazenovia College	WWNY/WNYF/MeTV North Country participated in a production internship program with Cazenovia College. The student, Alex Davidson shadowed our Commercial Producers, Operations Manager and Assistant Production Managers as well as one of our news reporters. Commercial Production/Promotional activities included video editing, shooting graphic development with Adobe Photoshop and After Effects, music selection, cg creation, and video clip conversion.