

**WWNY-TV/WNYF**  
**EEO Public File Report**  
**Job Vacancy Summary**  
**Period Covered February 1, 2006 to January 31, 2007**

Job Vacancy and Recruitment Information

<b>Job Title</b>	<b>Date Filled</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source of Interviewees (#)</b>	<b>Recruitment source of hire</b>
Photojournalist	5/13/06	1, 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 16, 18, 19	9, 10, 11, 16	11
Computer Systems Support	5/5/06	1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 14, 15, 17, 18, 19, 20	6, 6, 9, 9, 9, 9, 9, 9, 9, 20,	9
Photojournalist	12/31/06	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 16, 17, 18, 19	5, 5, 11	11
Account Executive	1/5/07	1, 2, 3, 4, 6, 7, 8, 9, 11, 12, 13, 18, 19, 20	9, 9, 12, 13	9
Receptionist	1/15/07	1, 2, 3, 4, 6, 7, 8, 9, 11, 12, 13, 14, 18, 19, 20	6, 9, 9, 9, 12, 12, 12, 20	12

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

<b>Recruitment Sources</b>	<b>Total Number of Interviews</b>
Watertown Daily Times	13
TVJobs.com	2
Internal Applicant	2

WWNYTV.com	4
WWNY On-air advertising	1
NYS Job Bank	3
NNY Classifieds	2
Syracuse Post Standard	1
RTNDA	1
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 Job Bank	<a href="http://www.jobsearch.org/NY">www.jobsearch.org/NY</a>		
7.	NAB	<a href="http://www.nab.org">www.nab.org</a>		
8.	NYS Broadcasters	<a href="http://www.nysbroadcastersassn.org">www.nysbroadcastersassn.org</a>		
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	<a href="http://www.wwnytv.com">www.wwnytv.com</a>		
13.	WWNY On-air advertising			
14.	Employee Referral			
15.	Walk in applicants			
16.	Radio Television News Directors Association	<a href="http://www.rtnda.org">www.rtnda.org</a>		
17.	Media Line	<a href="http://www.medialine.com">www.medialine.com</a>		
18.	SUNY Oswego – Career Services	606 Culkin Hall, Oswego, NY 13126	Bob Casper	315-312-2255
19.	Syracuse University – Career Services Network	Syracuse, NY 13244	Karen McGee	315-443-1870
20.	NNY Classifieds	<a href="http://www.watertownads.com">www.watertownads.com</a>		

#### Employment Outreach Initiatives

	<b>Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1.	Greater Watertown North Country Chamber of Commerce Job Fair – March 9, 2006	Participated in Job Fair in an effort to recruit for future employment and to raise awareness of career in the broadcast industry.
2.	Gateway to Careers – Clarkson University – May 4, 2006	Career fair targeted at college bound high school students. Promoted broadcast careers
3.	Immigration Issue – Avoiding Discriminatory Practices in Hiring and Interviewing, Presented by BCFM on August 15, 2006	Distance learning seminar on avoiding discrimination
4.	St. Lawrence County Job Fair – October 6, 2006	Participated in Job Fair in an effort to recruit for future employment and to raise awareness of careers in the broadcast industry.
5.	Workforce 2020 – January 9, 2007	Program for High School seniors presented by Jefferson Community College. The program is intended to give students interviewing experience while exposing them to careers available in the North Country.
6.	NYS Broadcasters Internet Career Fair – September 25 to October 1, 2006	Participated in 1 <sup>st</sup> annual internet career fair sponsored by NYS Broadcasters.

7.	Syracuse University Internship program – ongoing	Interns work in the News department developing their skills as photojournalists. Interns will work with various news employees on their writing, interviewing, editing, and photography skills. Upon completion of the semester long program the intern will have final package produced and aired on our newscast.
8.	Sports Internship – January 2007	Hosted Cayuga Community College intern. Student worked primarily with the Sports Director. He will also work on his writing, interviewing, editing, and photography skills.
9.	Production Internship – January 2007	Hosted Wells College intern. Student observed and participated in the production of newscasts, the shooting and production of commercials and Master Control operations. She also spent time in the News Department shadowing a reporter.
10.	Facility tour for communications class – May 2006	Hosted a facility tour for the Communications Class of Canton Central School. In addition to touring the facility the 25 students watched a live newscast and participated in a question and answer session with the anchor and the director.
11.	Facility tour for communications class – January 2007	Hosted a facility tour for the Communications Class of South Jefferson Central School. In addition to touring the facility the 16 students watched a live newscast and participated in a question and answer session with the anchors.
12.	Job shadowing for Indian River High School - 2006	Hosted an Indian River High School student for a 2-day job-shadowing program. The student shadowed a photojournalist, as a story was prepared. The student also talked with reporters and other station personnel