

**WWNY-TV/WNYF
EEO Public File Report
Job Vacancy Summary
Period Covered February 1, 2009 to January 31, 2010**

Job Vacancy and Recruitment Information

Job Title	Date Filled	Recruitment Sources Used	Recruitment Source of Interviewees (#)	Recruitment source of hire
Account Executive	2/2/09	1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 22, 23, 25	9, 13, 13, 13, 22, 25	13
Account Executive	5/7/09	1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 18, 19, 22, 23, 25	13	13
Photojournalists (2) (PT)	12/31/09 and 1/4/10	2, 3, 4, 9, 11, 12, 14, 15, 19, 26	9, 9, 11, 15, 19, 19, 19	9, 19

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

Recruitment Sources	Total Number of Interviews
Watertown Daily Times	3
WWNY-TV/WNYF-TV On Air TV Ad	4
Watertown.Craigslist.org	1
HelpWanted.com	1
Syracuse University	3
Walk in applicant	1
WWNY Internal Posting	1
Total Interviews	14

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 Exchange	www.jobsearch.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,	Bob Casper	315-312-2255

		Oswego, NY 13126		
19.	Syracuse University – Career Services Network	Syracuse, NY 13244	Karen McGee	315-443-1870
20.	NNY Classifieds	www.watertownads.com		
21.	NYS Broadcasters Career Fair	www.NYSBroadcastersCareerfair.com		
22.	Craigs List	www.Craigslist.org		
23.	Ithaca College	www.ithaca.edu/careers	John Fracchia	607-274-1687
24.	Cayuga Community College	w3.cayuga-cc.edu/cayugaconnect/		
25.	HelpWanted.com	www.helpwanted.com		
26.	Clarkson University	www.clarkson.edu		

Employment Outreach Initiatives

	Recruitment Initiative	Brief Description of Activity
1.	Greater Watertown North Country Chamber of Commerce Job Fair – March 5, 2009	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.	Syracuse University Internship program	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.
3.	Gateway to Careers – Clarkson University – April 29, 2009	Career fair targeted at college bound high school students. Promoted broadcast careers
4.	Workforce 2020 – January 13, 2009	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.
5.	Web Writing Internship	Hosted Clarkson University student. Focus on writing arts and entertainment reviews for the WWNYYTV.com website.
6.	Thousand Island Central School – Career Day – March 20, 2009	Anchors spoke at the Career Pro session. Spoke to students interested in journalism careers.
7.	Lisbon Central School – Career Day	Anchors spoke at the Career Day event. Spoke to students interested in journalism

	– March 25, 2009	careers.
8.	Beaver River Central School – Career Day – March 25, 2009	Anchors spoke at the Career Day event. Spoke to students interested in journalism careers.
9.	South Lewis Central School – Career Day – April 2, 2009	Anchors spoke at the Career Day event. Spoke to students interested in journalism careers.
10.	South Jefferson Central School – Career Day – April 8, 2009	Anchors spoke at the Career Day event. Spoke to students interested in journalism careers.
11.	Production Internship – Fall 2009	Hosted Thousand Island High School intern in Production Department. Intern observed day-to-day operation of the department including commercial production, video editing, Master Control operations and pre/post production of the newscast.