

**WWNY-TV/WNYF  
EEO Public File Report  
Job Vacancy Summary  
Period Covered February 1, 2007 to January 31, 2008**

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>
Master Control Operator	4/23/07	1, 2, 3, 4, 5, 6, 8, 9, 11, 12, 13, 14, 15, 18, 19, 21	9, 9, 11, 11, 11, 21	11
Photojournalist (1)	5/1/07	1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 19, 21	5, 5, 5, 9, 11, 11, 12, 15, 15, 19, 21	15
Photojournalist (2)	6/14/07	Same applicant pool used as Photojournalist (1)	Same applicant pool used as Photojournalist (1)	11
Photojournalist (3)	8/30/07	Same applicant pool used as Photojournalist (1)	Same applicant pool used as Photojournalist (1)	11
Account Executive	1/28/08	1, 2, 3, 4, 5, 6, 9, 10, 11, 12, 13, 14, 15, 18, 19	2, 6, 9, 12, 12, 14, 14	2

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	4
TVJobs.com	3
Internal Applicant	5

WWNYTV.com	3
Employee Referral	2
NYS Job Bank	1
Walk in applicant	2
SUNY Canton	1
NYS Broadcasters Career Fair	2
Syracuse University	1
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.	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>		
21.	NYS Broadcasters Career Fair	<a href="http://www.NYSBroadcastersCareerfair.com">www.NYSBroadcastersCareerfair.com</a>		

Employment Outreach Initiatives

	<b>Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1.	NYS Broadcasters Internet Career Fair – March 19-25, 2007	Participated in 2 <sup>nd</sup> annual internet career fair sponsored by NYS Broadcasters.
2.	Greater Watertown North Country Chamber of Commerce Job Fair – March 22, 2007	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.
3.	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.
4.	News Internship – Spring semester 2007	Hosted SUNY Potsdam intern in the News Department. Intern 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.

5.	Engineering Internship – March 2007	Hosted Watertown High School student through BOCES engineering program. Student will shadow WWNY engineers as they complete daily tasks.
6.	South Lewis Central School – Career Day – April 5, 2007	Anchors spoke at the 20 <sup>th</sup> Annual SLCS Career day about the importance of education in life. Also spoke to students about their journalism careers.
7.	Gateway to Careers – Clarkson University – April 18, 2007	Career fair targeted at college bound high school students. Promoted broadcast careers
8.	Job shadowing for Thousand Islands Central School – November 13, 2007	Hosted a Thousand Islands Central School student for a job-shadowing program. The student shadowed a photojournalist, as a story was prepared. The student also talked with reporters and other station personnel
9.	Workforce 2020 – January 10, 2008	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.