

FCC EEO Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
WNYT	TV	Albany, NY	73363
For the reporting period: 02/01/10 to 01/31/11			

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
DIRECTOR/EDITOR - UPDATED	03/23/2010	Internal,National,P	369
Editor/Photographer	05/11/2010	Internal,National,P	369
Operations Engineer	03/11/2010	Internal,National,T	360
Photographer/Editor	09/22/2010	Internal,National,P	369
Photographer/Editor	09/22/2010	Internal,National,P	764
Photographer/Editor	01/28/2011	Internal	369
Producer	03/11/2010	Internal,National,P	360
Production Manager	04/07/2010	Internal	369
Reporter	11/20/2010	Internal,National,P	350
Reporter/Anchor	01/28/2011	Internal	369
Web Manager	04/07/2010	Internal	369

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
350	6	360	2	369	13	700	1
752	1	764	3	774	1		

List of Recruitment Sources that requested postings

152 166 167 168 218 257 304 430 445 450 469 491 502 525 528 642 683 800 1157 1195
1199 1212 1217 1218 1228 1255

Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	Current: 307 369 402 408 416 546 555 843 865 893 905 911 912 913 1213 1270
National	Current: 253 254 255 452 487 608 644 651 657
P=Professional	Current: 151 152 166 167 168 218 248 257 293 295 304 340 350 360 380 391 430 445 450 453 469 470 491 502 525 528 642 683 700 764 774 800 801 918 923 932 1146 1148 1157 1176 1195 1199 1212 1216 1217 1228 1255 1285 1289 01/17/11: 217 INACTIVE 1218 INACTIVE
Paid	Current: 501 683 711 752 1157 1212 1216 1217 01/17/11: 1218 INACTIVE
S=Support	Current: 151 152 166 167 168 218 248 257 293 295 304 340 350 360 380 391 430 445 450 453 469 491 525 528 642 683 700 725 764 774 800 801 918 923 1146 1148 1157 1176 1195 1199 1212 1216 1228 1255 1289 01/24/11: 642 ADDED 01/17/11: 217 INACTIVE 471 INACTIVE 1176 ADDED
T=Technical	Current: 151 152 166 167 168 218 248 293 295 304 340 350 360 380 391 430 445 469 491 525 528 642 683 700 764 774 800 801 918 923 1146 1157 1199 1216 1228 01/24/11: 642 ADDED 01/17/11: 217 INACTIVE 471 INACTIVE

Recruitment Sources

ID	Source	ID	Source	ID	Source
151	City of Albany, Personnel Office, Administrative Services Administrative Services, City Hall Room #301 Albany, NY 12207 Viola MacDonald (518) 434-5284	152	Albany Public Library 161 Washington Ave Albany, NY 12210 Meg Maurer (518) 427-4328	166	Albany County Affirmative Action 112 State Street, Suite 670 Albany, NY 12207 Paula Wilkerson (518) 447-7010
167	City of Rochester - Affirmative Action Office 30 Church Street Room 103-A Rochester, NY 14614 Tassie R. Demps (585) 428-6185	168	Schenectady County Civil Service Commission- Affirmative Action Office 620 State Street 2nd Floor Schenectady, NY 12305 Miriam Cajuste (518) 388-4233	217	Centro Civico-Albany 20 Rensselaer St Albany, NY 12202 Administator (518) 465-1138
218	Centro Civico of Amsterdam	248	Dept of Labor-Albany, NY	253	Emma L Bowen Foundation-CA

	143-145 E Main St Amsterdam, NY 12010 Nicolas Morales (518) 842-3762		Governor Waverell Harriman State Office Bldg Campus Albany, NY 12240 Cathy Bucci (518) 462-7600		4024 Radford Ave #300 Studio City, CA 91604 Norma P Pichardo (818) 655-5708
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Phylis Eagle Oldson (202) 637-4494	255	Emma L Bowen Foundation-NY 524 W 57th St New York, NY 10019 Sandra Rice (212) 975-2545	257	Mildred Elley College 855 Central Avenue Albany, NY 12206 Jessica Garrity (518) 786-0855
293	Hispanic Heritage Institute PO Box 5 Albany, NY 12201 David Gonzales (518) 664-3878	295	Haskell Indian Nations University PO Box H-1305 Lawrence, KS 66046 Patty Grant (785) 749-8437	304	Howard University, School Of Communications 525 Bryant St NW Washington, DC 20058 Carol Dudley (202) 806-5806
307	KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (651) 642-5555	340	Community Organization-General	350	Employee-Current
360	Employee-Former	369	Internal Applicant	380	Job Fair
391	Publication	402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Peggy Scandin (218) 727-6864	408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745
416	WNYT-TV 15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791	430	YWCA Schenectady 44 Washington Ave Schenectady, NY 12305 Theresa Palkovic (518) 374-3394	445	The Sage Colleges 65 First Street Troy, NY 12180 Michael O'Connor (518) 244-2272
450	Sage College of Albany 140 New Scotland Ave #201 Albany, NY 12208 KeriAnne Clark (518) 292-1793	452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000	453	Schenectady County Community College 78 Washington Ave Schenectady, NY 12305 Bob Fredericks (518) 381-1365
469	Siena College Career Center 515 Loudon Rd, 203 Eoy Hall Loudonville, NY 122111462 Annette Parisi (518) 783-2339	470	SI Newhouse School of Public Communications 215 University Pl Syracuse, NY 13244 Lydia Jones (315) 443-3270	471	Southwestern Indian Polytechnic Inst-Job Plcmt Office PO Box 10146, 9169 Coors Rd NW Albuquerque, NM 87114 Myra Garro (505) 897-5737
487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000	491	College of St Rose 432 Western Ave Albany, NY 12203 Mary Alice Molgard (518) 454-5265	501	Times Union News PO Box 15000 Albany, NY 12212 (518) 454-5000
502	Trinity Institutions Inc - Homer Perkins Center 15 Trinity Pl Albany, NY 12202 Harris Oberlander (518) 449-5155	525	Union College 807 Union St Schenectady, NY 12308 Judithy Gordon (518) 388-6176	528	University at Albany - Career Services 1400 Washington Avenue Albany, NY 12222 Philippe Abraham (518) 437-4903
546	KSAX-TV 415 Filmore St Alexandria, MN 56308 Melissa Matthews (320) 763-5729	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301	608	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200
642	NABET-CWA 501 3rd St NW 6th Flr Washington, DC 20001 Jodi Fabrizio - Clontz (202) 434-1254	644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498	651	National Association of Hispanic Journalists PO Box 226722 Washington, DC 20045 Marco Botero (202) 662-7145
657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	683	New School of Radio Television 50 Colvin Ave Albany, NY 12206 Paula Gretzinger (518) 438-7682	700	Business Organization-General
711	Consulting Firm	725	Leech Lake Tribal College PO Box 180 Cass Lake, MN 56633 Communications Director (218) 335-4225	752	Recruiter
764	Website	774	Word of Mouth	800	Hudson Valley Community College, Center For Careers & Placement 80 Vandenberg Avenue Room 270 Troy, NY 12180 Gayle Healy (518) 629-7326
801	Hudson Valley Community College-CASP 80 Vandenberg Ave Troy, NY 12180 Roy Pompey (518) 270-7160	843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	865	KAAL-TV 1701 10th Place NE Austin, MN 55912 Bonnie Broden (507) 437-6666
893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Lori Lung (505) 243-4411	905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888	911	KSTP-AM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	913	WFMP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	918	America's Job Bank State Campus Building 12 #119 Albany, NY 122400070 Peggy Golz (518) 457-2174

923	TV Jobs PO Box 4116 Oceanside, CA 920524116 Mark C Holloway (760) 754-8177	932	WBTW-TV - CBS Affiliate 101 McDonald Court Myrtle Beach, SC 29577 Cecil Chandler (843) 293-1301	1146	Capital Area Help Wanted.com One Civic Plaza Suite 506 Poughkeepsie, NY 12601 Eric Straus (845) 471-5200
1148	Syracuse University 215 Archbold Syracuse, NY 13244 Admissions Director (315) 443-1870	1157	Rensselaer Cty One Stop Employment Center 1600 Seventh Avenue Troy, NY 12180 Brian Williams (518) 270-2860	1176	Chamber Of Commerce 28 Clinton Street Saratoga, NY 12866 Bianka Krueger (518) 584-3255
1195	Marist College LB-332 Center for Career Services, 3399 North Road Poughkeepsie, NY 12601 Stephen Cole (845) 575-3000	1199	America Works of Albany, Inc. 19 Dove Street Suite 104 105 Albany, NY 12210 Joseph Marciano (518) 465-5627	1212	Rensselaer County Department of Employment and Training NED Pattison Rensselaer CTY GIV CNTR 1600 Seventh Ave Troy, NY 12180 William Morrison (518) 270-2860
1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliams (727) 535-6776	1216	LEARN FOR LIFE Twin Rivers Council, Inc, 253 Washington Avenue Ext Albany, NY 12205 Robert Sheahan (518) 869-6436	1217	MEDIA RECRUITER 20456 E Orchard Place Centennial, CO 80016 Jim Birsch (303) 400-5150
1218	Spots N Dots 167 Oakdale Road Johnson City, NY 13790 Patrick Kelly (607) 729-7295	1228	PROPELITY.COM 432 Broadway, Suite 2 Saratoga Springs, NY 12866 Matthew Gough (518) 693-6583	1255	CUNY Graduate School of Journalism 230 WEST 41 STREET New York, NY 10036 Will Chang (646) 758-7732
1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Jasmine DelCampo (505) 212-8800	1285	New York Jobs.com newyorkjobs.com New York, NY 10011 info@newyorkjobs.com (212) 000-0000	1289	Craigslist Not Given Not Given, NY 99999 Not Given (999) 999-9999

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
2010 News Interns	Eric Hoppel, News Director	02/01/2010 - 01/31/2011	Seven students from various colleges in and out of New York State interned with WNYT in the areas of news and production to gain work experience at a television news station.	College of St. Rose, Russell Sage College, New School of Radio and Television, State University of New York at Albany, University of Rhode Island, Plattsburgh University, Siena College.
College of St. Rose Teleprompter Project	Paul Conti, Instructor	02/01/2010 - 01/31/2011	WNYT worked with an instructor from The College of St. Rose to offer hands-on opportunities to students interested in working in broadcasting as a way to supplement course work. The students were assigned to work as teleprompter operators during live newscasts.	
Community Organizations Speaking Engagements	WNYT-Public Affairs Office	02/01/2010 - 01/31/2011	WNYT's Anchors, Reporters, and Meteorologists spoke with community organizations about their positions and careers in broadcasting. Additionally, they spoke about the news business; what it is and how it is changing.	Community Organizations include: Alzheimer's Association, National Association of the Blind, Schoharie County ARC, Bellevue Woman's Hospital, Troy Music Hall, Capital District Center for Independence, Girls, Inc., City of Albany, Parsons Child and Family Center, Northeast Parent and Child, STRIDE Adaptive Sports, Lake George Chamber of Commerce, Legislative Correspondents Association, Key Bank, Nurses Association, Crohns and Colitis, Gilda's Club, NYS Department of Health, The River Radio, State Employees Federal Credit Union, Saratoga Performing Arts Center, American Cancer Society, Office Of the Aging, Maria College, Mental Health Association, Women Against MS, Colonie Senior Center, Red Cross, WMHT Radio, NYS Department of Labor, YWCA of the Greater Capital Region, Inc., Center for Disability Services
School Visits	WNYT - Public Affairs	02/01/2010 - 01/31/2011	WNYT's news staff regularly speaks with students in elementary schools, junior/senior high schools and colleges about their jobs and careers in broadcasting.	Schools include: Acadia Elementary School, Albany High School, Arbor Hill Elementary School, Bought Elementary School, Ballston Spa High School, Birchwood Elementary School, Burnt Hills-Ballston Lake High School, Turnpike Elementary School, Greenfield Elementary School, Doyle Middle School, Schoharie Elementary School, Shaker High School, OKTE Elementary School, East Greenbush High School, Shenendahowa High School, Chango Elementary School, New School of Radio and Television, Delaware Community School, School 18, Giffen Memorial Elementary School, School 12-Troy, Lansingburgh High School, Goff Middle School
WNYT Anchors Who Teach	Siena College and Schenectady County Community College	02/01/2010 - 06/30/2010	Two of WNYT's main Anchors taught a full media education course at two local colleges. The courses were taught in the Spring 2010 semester at Schenectady County Community College and Siena College.	

State University of New York at Albany Career Fair	Kathy Hornberger	02/03/2010 - 02/03/2010	Members of WNYT's management team attended the Career Fair and Internship Expo for 2010 graduates and students at the University at Albany. Over 200 students attended the event looking for an internship or position in journalism and television. Copies of job postings were handed out.	
Union College Career Fair	Judith Gordon	02/16/2010 - 02/16/2010	Members of WNYT's management team attended the Career Fair for 2010 graduates and students at Union College in Schenectady, New York. Many students attended the event looking for an internship or a position in journalism and television. Copies of job postings were handed out.	
ITT Technical Institute Career Fair	Lisa Scaccia, Career Services Specialist	02/24/2010 - 02/24/2010	Members of WNYT's management team attended this job fair for future and recent graduates at ITT Technical Institute. They spoke with attendees about vacant positions at the station and encouraged attendees to check the station's website for new job postings. Copies of job postings were handed out.	
Cub Scout and Girl Scout Troops	Paul Doucette	03/01/2010 - 01/31/2011	WNYT's Office Manager and News Director routinely host Cub Scout Dens and Girl Scout Troops at the station. The Scouting troops toured the station, saw how a story is created for live TV, how the studio equipment works for a live show, and how a meteorologist uses radar and computers to predict the weather.	Lansingburgh Cub Scouts, Delmar Cub Scouts, Slingerlands Cub Scouts, Waterford Cub Scouts, Troop 2425, Cub Scout Pack 330
Siena College Career Fair	Annette Parisi	03/25/2010 - 03/25/2010	Members of WNYT's management team attended a Career Fair for 2010 graduates and students at Siena College in Loudonville, NY. Many students attended the event looking for an internship or position in journalism and television. Copies of job postings were handed out.	
Questar III New Visions	Peg Danner-Frank, Teacher	04/04/2010 - 05/30/2010	WNYT, in conjunction with The Times Union Newspaper and Capital Region BOCES, hosted six high school students who want to explore print or broadcast journalism as a career opportunity.	BOCES funds a full-time teacher who prepares lesson plans for the students. The students are selected from regional high schools by their guidance counselor. Each student participates in a variety of activities at both the newspaper and the television station. At WNYT, students shadowed producers, anchors and assignment editors to get a sense of how a television newsroom is run.
2010 Sports Interns	Rodger Wyland, Director of Sports and Andrew Catalon, Reporter	04/10/2010 - 12/31/2010	WNYT's Sports Director and staff members instructed students from local colleges how to prepare a sports story for the evening newscast. The interns learned how to write and produce sports stories for the 6:00 pm and 11:00 pm evening newscasts. The Sports Director and interns would gather information (game scores, names, and addresses) for the evening newscasts and station sports projects.	
NAB/RTNDA/BEA Career Fair	Rumana Sultana	04/14/2010 - 04/14/2010	WNYT's General Manager participated in the NAB/RTNDA Career Fair on Wednesday, April 14, 2010, in Las Vegas, NV. Managers greeted job fair participants and shared information about jobs in broadcasting. Contact information and open position listings for all HBI stations, including WNYT, were distributed to interested individuals. The Career Fair is a part of the NAB Show and RTNDA Conference.	WNYT participated with other Hubbard Broadcasting, Inc. stations.
Media Sales Visit	Kevin Fottrell	04/22/2010 - 04/22/2010	WNYT's Local Sales Manager spoke with a group of Colonie High School students and their instructor about how the Sales Department uses media and the web to generate television sales. The group was also given a tour of the television station.	
New York State Broadcasters Internship Program	Sandra Messineo	05/14/2010 - 08/15/2010	WNYT was selected by the New York State Broadcasters Association to hire two interns and provide them with the opportunity to witness and experience first-hand operational procedures of a television station. The program allows the interns to work with staff from the News, Sales, Engineering, Public Affairs, Web and Production Departments	

			to gain a broad range of experience. The internship was 180 hours.	
Siena College - Class Tour	Dow Smith	09/18/2010 - 09/18/2010	WNYT's News Director gave a tour of the television station to a group of Siena College journalism students and their instructor.	
Tech Valley High School	Mr. Mike McCagg	11/17/2010 - 11/17/2010	WNYT's Anchor/Education Reporter met with students from Tech Valley High School to teach them the basics of television broadcasting and assisted them with writing clear and concise copy for one of their projects. She also instructed the students on how to relate to their television audience and enhance their on-air performance.	