

FCC EEO Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
WNYT	TV	Albany, NY	73363
For the reporting period: 02/01/11 to 01/31/12			

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
Account Executive	11/30/2011	Internal,National,P Except for: 1092	764
Assistant Chief Engineer	12/27/2011	Internal,National,T	764
Photographer/Editor	05/23/2011	Internal,National,P	369
Producer	09/15/2011	Internal,National,P	369

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
350	2	369	5	469	2	683	1
764	3	923	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 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: 254 255 452 487 608 644 651 657 1092 10/19/11: 1092 ACTIVE 1092 ADDED 03/04/11: 253 INACTIVE
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
Paid	Current: 501 683 711 752 1157 1212 1216 1217
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
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

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) 434-5049	152	Albany Public Library 161 Washington Ave Albany, NY 12210 Meg Maurer (518) 427-4328	166	Albany County Affirmative Action 112 State Street, Suite 900 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	218	Centro Civico of Amsterdam 143-145 E Main St Amsterdam, NY 12010 Nicolas Morales (518) 842-3762
248	Dept of Labor-Albany, NY Governor Waverell Harriman State Office Bldg Campus Albany, NY 12240 Cathy Bucci (518) 462-7600	253	Emma L Bowen Foundation-CA 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 Keri Lynn Fresenius (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 Judith Fajardo (315) 443-1209	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 Francine Dickson (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 Katie Jerde (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 Vandenburg Avenue Room 270 Troy, NY 12180 Gayle Healy (518) 629-7326	801	Hudson Valley Community College-CASP 80 Vandenburg 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 Cathy Potts (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	KTMV-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
1092	Broadcast Engineering 9800 Metcalf Overland Park, KS 66212 Jennifer Shafer (913) 967-1732	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 Jennifer Tiller (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 Guilliame (727) 535-6776
1216	LEARN FOR LIFE Twin Rivers Council, Inc, 253 Washington Avenue Ext Albany, NY 12205	1217	MEDIA RECRUITER 20456 E Orchard Place Centennial, CO 80016 Jim Birsch (303) 400-5150	1228	PROPELITY.COM 432 Broadway, Suite 2 Saratoga Springs, NY 12866 Matthew Gough (518) 693-6583

	Robert Sheahan (518) 869-6436			
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 Lori Lung (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
2011 News Interns	Eric Hoppel, News Director	02/01/2011 - 12/21/2011	Six students from various colleges interned with WNYT in the areas of news and production to gain work experience at a television news station.	Colleges included: College of St. Rose, The University of Scranton, New School of Radio and Television, State University of New York at Albany, Ithaca College, Siena College.
College of St. Rose Teleprompter Project	Paul Conti, Instructor	02/01/2011 - 01/31/2012	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-TV- News and Public Affairs Office	02/01/2011 - 01/31/2012	WNYT's Anchors, Reporters, and Meteorologists regularly speak with community organizations about their positions and careers in broadcasting. They also discuss the news business, what is news 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	02/01/2011 - 01/31/2012	WNYT's news staff regularly speak 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, Boght 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, Shenendehowa 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, Webster Elementary.
WNYT Anchors Who Teach	Siena College and Schenectady County Community College	02/01/2011 - 06/30/2011	Two of WNYT's main Anchors taught a full media education course at two local colleges. The courses were taught during the Spring 2011 semester at Schenectady County Community College and Siena College.	
State University of New York at Albany Career Fair	Kathy Hornberger	02/09/2011 - 02/09/2011	Members of WNYT's management team attended the Career Fair and Internship Expo for 2011 graduates and students at the State University of Albany. Over 200 students attended the event looking for internships or positions in journalism and television. Copies of job postings were handed out.	
ITT Technical Institute Career Fair	Lisa Scaccia, Career Services Specialist	02/24/2011 - 02/24/2011	A member of WNYT's management team attended this job fair for future and recent graduates at ITT Technical Institute. The manager 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	Paul Doucette	03/01/2011 -	WNYT's Office Manager and News Director routinely host Cub Scout and Girl	Scouting groups include: Lansingburgh Cub Scouts, Delmar Cub Scouts, Slingerlands Cub Scouts, Waterford Cub Scouts, Troop

Troops		01/31/2012	Scout Troops at the station. The Scouts tour the station, see 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.	430, Cub Scout Pack 330
Siena College Career Fair	Annette Parisi	03/30/2011 - 03/30/2011	Members of WNYT's management team attended a career fair for 2011 graduates and students at Siena College in Loudonville, New York. Many students attended the event looking for an internship or position in journalism and television. Copies of job postings were handed out.	
2011 Sports Interns	Rodger Wyland, Director of Sports and Andrew Catalon, Reporter	04/10/2011 - 12/31/2011	WNYT's Sports Director and staff members instructed students from local high schools and colleges on how to prepare a sports story for the evening newscast. The students 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.	
New York State Broadcasters Internship Program	Sandra Messineo	05/14/2011 - 08/15/2010	WNYT was selected by the New York State Broadcasters Association to hire an intern and provide him or her 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.	
FCC EEO Management Training	Michelle Ott, HBI Human Resources	07/21/2011 - 07/21/2011	WNYT station management attended a training session presented by Hubbard Broadcasting's Human Resources Department on Equal Employment Opportunities and the FCC's EEO Rules. The training also covered EEO laws, Hubbard Broadcasting's EEO philosophy and practices, and station management's role and responsibilities for EEO.	
Frank Magid Associates, Inc. Middle Manager's Conference	Karen Evans, TMI Events Coordinator	08/09/2011 - 08/11/2011	An Executive Producer at WNYT attended a leadership training seminar hosted by Frank Magid Associates, Inc. The three day training included many seminars designed to teach interpersonal skills development, how to manage yourself, lead staff and how to handle situations in a newsroom.	
Hudson Valley Community College Career Fair	Dayna Torino	09/15/2011 - 09/15/2011	Members of WNYT's management team attended a career fair for Hudson Valley Community College in Troy, New York. Information about the station, as well as part-time job openings were distributed to participants. Management reviewed resumes and spoke to some of the attendees about entry level positions.	
New School of Radio and Television Tour	Christopher Famelette, Instructor	10/16/2011 - 10/16/2011	WNYT's Production Manager gave a tour of the TV station to twelve Broadcast Production students. The students asked questions about careers in broadcasting, specifically careers as a Director and Camera Operator.	
Career Fair/Internship Program - Shaker High School	Mr. Heim	11/23/2011 - 11/23/2011	WNYT's News Director met with students at Shaker High school to talk about internships and careers in the television industry. WNYT has a relationship with Shaker High School which includes mini-internship opportunities. The students observe what happens in a newsroom, make follow-up calls for an assignment editor and travel with a reporter to observe how to cover a news story.	
Hudson Valley Community College Career Fair	Dayna Torino	01/25/2012 - 01/25/2012	Members of WNYT's management team attended a career fair at Hudson Valley Community College in Troy, New York. Information about the station, as well as part-time job openings were distributed to	

		participants. Management reviewed resumes and spoke to some of the attendees about entry level positions.	
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