

## FCC EEO Combined Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
WNYT	TV	Albany, NY	73363
WNYA	TV	Albany, NY	136751

For the reporting period: 02/01/14 to 01/31/15

### Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WNYT.Account Executive	12/10/2014	Internal,National,P	774
WNYT.Assistant Chief Engineer	07/09/2014	Internal,National,T	369
WNYT.Chief Engineer	04/18/2014	Internal	369
WNYT.Creative Services Producer	12/10/2014	Internal,National,P	Except for: 2109 360
WNYT.Director	09/22/2014	Internal,National,P	Except for: 2109 350
WNYT.Producer	02/03/2014	Internal,P	Except for: 2081 350
WNYT.Reporter/Anchor	12/10/2014	Internal,National,P	Except for: 2109 923
WNYT.Reporter/Anchor	12/10/2014	Internal,National,P	Except for: 2109 470
WNYA.Traffic/Sales Coordinator	07/22/2014	Internal,National,S	700

### List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
350	5	360	1	369	5	470	1
700	1	764	9	774	3	923	3
1285	2						

### List of Recruitment Sources that requested postings

151 152 166 167 168 218 257 304 430 445 450 469 491 502 525 528 642 683 800 801  
1148 1157 1176 1195 1199 1212 1216 1217 1255

### Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	<b>Current:</b> 307 369 402 408 416 555 843 865 893 905 911 912 913 1213 1270 1844 1845 1846 1847 1848 2081 2082
National	<b>Current:</b> 254 255 452 487 644 657 1092 1843 <b>08/21/14:</b> 608 INACTIVE
P=Professional	<b>Current:</b> 151 152 166 167 168 218 248 257 293 295 304 340 350 360 380 391 430 445 450 453 469 470 491 502 525 528 642 683 700 764 774 800 801 923 932 1146 1148 1157 1176 1195 1199 1212 1216 1217 1255 1285 1289 2109 <b>08/21/14:</b> 2109 ADDED
Paid	<b>Current:</b> 501 683 711 752 1157 1212 1216 1217
S=Support	<b>Current:</b> 151 152 166 167 168 218 248 257 293 295 304 340 350 360 380 391 430 445 450 453 469 491 525 528 642 683 700 725 764 774 800 801 923 1146 1148 1157 1176 1195 1199 1212 1216 1255 1289
T=Technical	<b>Current:</b> 151 152 166 167 168 218 248 293 295 304 340 350 360 380 391 430 445 469 491 525 528 642 683 700 764 774 800 801 923 1146 1157 1199 1216

### Recruitment Sources

ID	Source	ID	Source	ID	Source
151	City of Albany - Department of Administrative Services 24 Eagle Street Room 301 Albany, NY 12207 Erika Ellsworth (518) 434-5284	152	Albany Public Library 161 Washington Ave Albany, NY 12210 Meg Maurer (518) 427-4328	166	County of Albany Division of Affirmative Action 112 State Street, Suite 1100 Albany, NY 12207 Ainsley Thomas (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	Department of Labor-Albany, NY	254	Emma L Bowen Foundation-DC	255	Emma L Bowen Foundation-NY

	Governor Waverell Harriman State Office Bldg Campus Albany, NY 12240 Cathy Buccì (518) 457-0217		1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Phylis Eagle Oldson (202) 637-4494		524 W 57th St New York, NY 10019 Sandra Rice (212) 975-2545
257	Mildred Elley College 855 Central Avenue Albany, NY 12206 Tyler Kirk (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 Vivki Kaping (218) 279-7734
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 Northeastern NY-Schenectady 44 Washington Ave Schenectady, NY 12305 Lynn Cartier (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 Avenue Schenectady, NY 12305 Lynn Trudell (518) 836-2806	469	Siena College Career Center 515 Loudon Rd, 203 Eoy Hall Loudonville, NY 122111462 Suzanne O'Connor (518) 783-2339	470	SI Newhouse School of Public Communications 215 University Pl Syracuse, NY 13244 Bridget (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 Alliance of The Capital Region, Inc. 15 Trinity Place Albany, NY 12202 Francine Dickson (518) 449-5155	525	Union College 807 Union St Schenectady, NY 12308 Judith Gordon (518) 388-6176	528	University at Albany - Career Services SL G50 1400 Washington Avenue Albany, NY 12222 Alex Perez (518) 437-4903
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 Shiilstone (831) 648-5200	642	NABET-CWA 501 Third Street 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	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 Recruitment Advisor (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 Cassandra Jones (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	KTMY-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
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 313 Newhouse Three, 215 University Place Syracuse, NY 13244 Bridget Lichtinger (315) 443-1870	1157	Rensselaer Cty One Stop Employment Center 1600 Seventh Avenue Troy, NY 12180 Brian Williams (518) 270-2860
1176	Saratoga County Chamber Of Commerce 28 Clinton Street Saratoga, NY 12866 Bianka Krueger (518) 584-3255	1195	Marist College - Center for Career Services 3399 North Road, LB-332 Center for Career Services Poughkeepsie, NY 12601 Stephen Cole (845) 575-3547	1199	America Works of Albany, Inc. 19 Dove Street Albany, NY 12210 Sophia Pierre-Charles (518) 465-5627
1212	Rensselaer County Department of Employment and Training NED Pattison Rensselaer CTY GIV CNTR 1600 Seventh Ave Troy, NY 12180 Cori Beck (518) 270-2987	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guillaume (727) 535-6776	1216	LEARN FOR LIFE- Twin Rivers Council, Inc. 253 Washington Avenue Extension Albany, NY 12205 Scott Hayden (518) 869-6436
1217	MEDIA RECRUITER 20456 E Orchard Place Centennial, CO 80016 Jim Birsch (303) 400-5150	1255	CUNY Graduate School of Journalism 219 West 40th Street 3rd Floor New York, NY 10018 Joanna Hernandez (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	1843	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988
1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowski (202) 895-5000	1845	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102	1846	Hubbard Radio-Salt Lake City 6985 Union Park Ave Suite 600 Cottonwood Heights, UT 84047 Mike Rawlings (801) 575-7565
1847	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Brenda Joyce (314) 983-6000	1848	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Amy Wicklund (312) 946-1019	2081	Hubbard Radio-Phoenix 4343 Camelback Road #200 Phoenix, AZ 85018 Jennifer Daurham (480) 941-1007
2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Christine Hanley (425) 653-1160	2109	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200		

## Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
College of St. Rose Teleprompter Project	Paul Conti, Instructor	02/01/2014 - 01/31/2015	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 News and Public Affairs Office	02/01/2014 - 01/31/2015	WNYT/WNYA'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, 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, YWCA of the Greater Capital Region, Inc., Center for Disability Services.

Cub Scout and Girl Scout Troops	Paul Doucette	02/01/2014 - 01/31/2015	WNYT/WNYA's Office Manager and News Director routinely host Cub Scout and Girl 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.	Scouting groups include: Lansingburgh Cub Scouts, Delmar Cub Scouts, Slingerlands Cub Scouts, Waterford Cub Scouts, Troop 430, Cub Scout Pack 66.
School Visits	WNYT - Public Affairs	02/01/2014 - 01/31/2015	WNYT/WNYA'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, Doane Stuart Middle School, Doyle Middle School, Schoharie Elementary School, Shaker High School, OKTE Elementary School, Columbia 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, St. Joseph's High School, MA
Hudson Valley Community College Career Fair	Gayle Healy	02/12/2014 - 02/12/2014	A manager of WNYT/WNYA attended a job fair for part-time employment at Hudson Valley Community College. Many students attended the event looking for entry level positions or internships in news or production department. Copies of job postings were handed out.	
State University of New York at Albany Career Fair	Kathy Hornberger	02/12/2014 - 02/12/2014	A member of WNYT/WNYA's management team attended the Career Fair and Internship Expo for 2014 graduates and students at the State University of Albany. Over 150 students attended the event looking for internships or positions in journalism and television. Copies of job postings were handed out.	
Siena College Career Fair	Suzanne O'Connor, Assistant Director for Employer Relations	03/05/2014 - 03/05/2014	Members of WNYT/WNYA's management team attended a career fair attended by 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.	
New York State Broadcasters Association Internship Program 2014	Sandra Messineo	05/28/2014 - 08/15/2014	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 all the interns to work with staff from the News, Sales, Engineering, Public Affairs, Web Services and Production Departments to gain a broad range of experience.  The internship was 180 hours.	
FCC EEO Management Training	Michelle Ott, HBI Human Resources	08/11/2014 - 08/12/2014	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.	
Science, Technology, Engineering and Math Program (STEM)	Jason McCord	09/15/2014 - 01/29/2015	The WNYT/WNYA Meteorologists visit local schools to talk to students about how their jobs require Science, Technology, Engineering and Math (STEM) each day. The Meteorologists explain and show students how they rely on math and science to create their weather presentation for television viewers. They stress to the students that without the use of their STEM skills it would be difficult to do their jobs.	Local school visited: Schodack Central School, Shenendehowa Central School, Greenfield Elementary School, Albany Central School, Lisha Kill Elementary School
New School of Radio and Television Tour	Janielle Krawczyk, Instructor	10/15/2014 - 10/15/2014	WNYT/WNYA's Production Manager and News Office Manager gave a tour of the television station to twenty broadcast photography and production students. The students asked questions about careers in broadcasting, specifically careers as a photographer, editor, director, and camera operator.	
NYS Associated Press Broadcasters Association Meeting and Career Fair	Howard Goldberg, Associated Press Bureau Chief	10/25/2014 - 10/26/2014	WNYT/WNYA's News Director participated in a Journalism seminar and resume tape review session at Syracuse University for the NYS Press Broadcasters Association Meeting and Career Fair. He spent a full-day with other media experts to present a training program focused on the journalism jobs of today and the future. Many of the attendees were students and the News Director critiqued their writing samples and resume tapes.	
University at Albany Student-Alumi Networking Event	Melissa Samuels, Director of Alumni Programs	11/12/2014 - 11/12/2014	WNYT/WNYA's Vice President/General Manager attended an event sponsored by the University at Albany that gave graduating journalism and communication students the opportunity to network with professionals working in their field. The Vice President/General Manager spoke to several students looking for a career in television. He invited some of the students to send in their resumes.	