

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: 02/01/16 to 01/31/17

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WNYT.Account Executive, FT Commission	01/18/2017	Internal,National,P	2242
WNYT.Account Executive, FT Commission	01/18/2017	Internal,National,P	2242
WNYT.Business Manager	06/03/2016	Internal,National,S Except for: 2242 2250	369
WNYT.Director/Editor	10/19/2016	Internal,National,P	369
WNYT.Operations Engineer	02/16/2016	Internal,National,T	764
WNYT.Operations Engineer	02/16/2016	Internal,National,T	369
WNYT.Operations Engineer	01/10/2017	Internal,National,T	369
WNYT.Photographer/Editor	06/03/2016	Internal,National,P	700
WNYT.Photographer/Editor	01/10/2017	Internal,National,P	360
WNYT.Program Assistant	08/11/2016	Internal	369
WNYT.Promotion Producer	01/12/2017	Internal,National,P	2242
WNYT.Reporter/Anchor	06/20/2016	Internal,National,P	923
WNYT.Reporter/Anchor	01/18/2017	Internal,National,P	350
WNYT.Research Analyst	06/20/2016	Internal,National,P	350

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
350	5	360	1	369	16	416	6
469	1	700	7	764	9	774	3
923	1	1285	2	2242	24		

List of Recruitment Sources that requested postings

151 166 168 248 257 304 445 450 469 491 502 525 528 642 683 800 801 1148 1157 1176
1195 1199 1212 1216 1217 1255

Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	Current: 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082
National	Current: 255 452 487 644 657 1092 06/20/16: 2254 ADDED 02/04/16: 254 INACTIVE 01/26/17: 2239 INACTIVE 2254 INACTIVE 2254 ADDED
P=Professional	Current: 151 166 168 248 257 293 295 304 340 350 360 380 391 445 450 453 469 470 491 502 525 528 642 683 700 725 764 774 800 801 923 932 1146 1148 1157 1176 1195 1199 1212 1216 1217 1255 1285 1289 2109 2242 2250 03/07/16: 2250 ADDED 02/24/16: 2242 ADDED
Paid	Current: 501 683 711 752 1157 1212 1216 1217 2242 02/24/16: 2242 ADDED
S=Support	Current: 151 166 168 248 257 293 295 304 340 350 360 380 391 445 450 453 469 491 502 525 528 642 683 700 725 764 774 800 801 923 1146 1148 1157 1176 1195 1199 1212 1216 1255 1289 2242 2250 03/07/16: 2250 ADDED 02/24/16: 2242 ADDED
T=Technical	Current: 151 166 168 248 293 295 304 340 350 360 380 391 445 469 491 525 528 642 683 700 764 774 800 801 923 1146 1157 1199 1216 2250 03/07/16: 2250 ADDED

Recruitment Sources

ID Source	ID Source
-------------	-------------

151	City of Albany - Department of Administrative Services 24 Eagle Street Room 301 Albany, NY 12207 Sandra Coleman (518) 434-5049	166	County of Albany Division of Affirmative Action 112 State Street, Suite 1100 Albany, NY 12207 Ainsley Thomas (518) 447-7010	168	Schenectady County Civil Service Commission- Affirmative Action Office 620 State Street 2nd Floor Schenectady, NY 12305 Miriam Cajuste (518) 388-4233
248	Department of Labor-Albany, NY Governor Waverell Harriman State Office Bldg Campus Albany, NY 12240 Cathy Bucci (518) 457-0217	254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Rahsaan Harris (202) 637-4494	255	Emma L Bowen Foundation-NY 30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York, NY 10112 Sandra Rice (212) 664-3486
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 Vicki 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	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 12211462 Ashley Dwyer (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 CSSC 20 Warren Street Albany, NY 12202 Shawn Wallace (518) 694-4510
525	Union College Career Center 807 Union St Schenectady, NY 12308 Rochelle Caruso (518) 388-6176	528	SUNY@ALBANY 1400 Washington Avenue Albany, NY 12222 Jackie Kelleher (518) 437-4900	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301
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 6945 Little Roof Road NW Cass Lake, MN 56633 Amarin Chanthorn (218) 335-4225	752	Recruiter	764	Website
774	Word of Mouth	800	Hudson Valley Community College, Center For Careers & Placement 80 Vandenburg Avenue 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 1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229	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	Hubbard Radio Twin Cities 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 Guilliams (727) 535-6776	1216	LEARN FOR LIFE- Twin Rivers Council, Inc. 253 Washington Avenue Extension Albany, NY 12205 Richard Stockston (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	1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowsky (202) 895-5000	1845	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102
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 Liz Luptak (312) 946-1019	2081	Hubbard Radio-Phoenix 4343 Camelback Road #200 Phoenix, AZ 85018 Susan Kaiser (480) 941-1007
2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160	2109	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200	2239	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988
2242	LinkedIn 2029 Stierlin Court Mountain View, CA 94043 Sharon Jan (408) 594-7204	2250	MA Broadcasters Association 43 Riverside Avenue PMB 401 Medford, MA 02155 Jordan Walton (800) 471-1875	2254	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
2016 WNYT/WNYA Job Shadows	WNYT Management and Staff	02/01/2016 - 12/31/2016	Students from local high schools and colleges shadowed WNYT/WNYA-TV newsroom staff to see how a fast-paced newsroom is run. The students asked questions and were able to assist with various tasks. The students worked with the Anchors and Reporters to learn first hand what it takes to be successful in the news business.	The students were from the New Visions program, Schenectady County Community College, Marist College, Niskayuna High School and Shenendehowa High School.
College of St. Rose Teleprompter Project	Paul Conti, Instructor	02/01/2016 - 01/31/2017	WNYT/WNYA 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	02/01/2016 - 01/31/2017	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, Ithaca College, Syracuse University,
Cub Scout and Girl Scout Troops	Patti Robinson	02/01/2016 - 01/31/2017	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, Cub Scout Pack Bethlehem.
Listing of Upper Level Jobs	Christine Kimball, WNYT-TV	02/01/2016 - 01/31/2017	WNYT/WNYA-TV routinely submits job opening announcements for all open positions to organizations with substantial participation of women and minorities. For the upper level position of Business Manager and Chief Engineer, WNYT-TV sent the job opening announcement to Emma L Bowen Foundation, National Association of Hispanic Journalists, California Chicano News Media Association, Hispanic Heritage Institute, Haskell Indian Nations University, and Centro Civico-Albany.	
Massachusetts Broadcasters Association Career Fair	Jordan Walton, Executive Director	02/01/2016 - 12/31/2016	WNYT/WNYA participated in a quarterly on-line career fair for 2016-2017 graduates and students from all over the country. Individuals were able to apply for an internship or position in journalism, sales and television on-line. Copies of the job postings were loaded onto the Massachusetts Broadcasters website for candidates to review.	
School Visits	WNYT - Public Affairs	02/01/2016 - 01/31/2017	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
Science, Technology, Engineering and Math Program (STEM)	Jason McCord	02/01/2016 - 01/31/2017	The WNYT/WNYA Meteorologists, anchors and reporters visit local schools to talk to students about how their jobs require Science, Technology, Engineering and Math (STEM) each day. The Meteorologists explain and	Local schools visited: Tamarac High School, Blue Creek Elementary School, Schodack Central School, Shenendehowa Central School, Greenfield Elementary School, Albany Central School, Lisha Kill Elementary School, MiSci

			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.	
Hudson Valley Community College Career Fair	Gayle Healy	02/04/2016 - 02/04/2016	Managers 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, accounting or production department. Copies of job postings were handed out.	
Siena College Career Fair	Suzanne O'Connor, Assistant Director for Employer Relations	03/15/2016 - 03/15/2016	Members of WNYT/WNYA's management team attended a career fair for 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.	
Hudson Valley Community College Career Fair	Gayle Healy	04/05/2016 - 04/05/2016	Managers of WNYT/WNYA attended a job fair for full-time employment at Hudson Valley Community College. Many students attended the event looking for entry level/full-time positions in the news and production department. Copies of job postings were handed out.	
New York State Broadcasters Association Internship Program 2016	Sandra Messineo	05/28/2016 - 08/15/2016	WNYT/WNYA 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. Each intern worked 180 hours.	The interns selected attended Ithaca College and Syracuse University.
Frank Magid Associates, Inc. Leadership Conference	Karen Evans, TMI Events Coordinator	06/06/2016 - 06/09/2016	The News Director at WNYT/WNYA attended a leadership training seminar hosted by Frank Magid Associates, Inc. The two day training included many seminars designed to improve leadership skills.	
National Association of Black Journalists Convention - DC	Nia Hamm	08/03/2016 - 08/05/2016	A Reporter at WNYT/WNYA attended the National Association of Black Journalist Conference held in Washington, DC as a professional development and networking opportunity. She participated in workshops designed help her grow as a reporter.	
Hudson Valley Community College Career Fair	Gayle Healy	09/14/2016 - 09/14/2016	Managers 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.	
NYS Associated Press Broadcasters Association Meeting and	Eric Hoppel, Associated Press Board President	10/09/2016 - 10/10/2016	WNYT/WNYA's News Director and Anchor participated in a Journalism seminar at Syracuse University at the NYS Press Broadcasters Association Meeting. They spent a full-day with other media experts	WNYT/WNYA's News Director critiqued students' writing samples and reviewed their demo resume DVD's.

Seminar for Professionals			talking with students about careers in television.
Mass Media Introduction Class, The College of St. Rose	Paul Conti, Professor	11/01/2016 - 11/01/2016	WNYT/WNYA's News Director spoke to students in an "Introduction to Mass Media" class at The College of St. Rose. The students asked questions about working with the public, how new technology is changing television, and careers in broadcasting.
New School of Radio and Television Tour	Janielle Krawczyk, Instructor	11/16/2016 - 11/16/2016	WNYT/WNYA's Production Manager and News Director gave a tour of the television station to broadcast photography and production students. The students asked questions about careers in broadcasting, specifically careers as a photographer, editor, director, and camera operator.
Career Fair/Internship Program - Shaker High School	Mr. Richard Heim	11/22/2016 - 11/22/2016	WNYT/WNYA's Operations Director met with students at Shaker High School to talk about careers in the television industry. WNYT/WNYA 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.