

# FCC EEO Combined Public File Report

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

For the reporting period: 02/01/18 to 01/31/19

## Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WNYT.Account Executive, FT Commission	01/14/2019		350
WNYT.Assistant News Director	12/05/2018	Internal,National,P Except for: 293 295 932 1156 1217 1289 2242 2250 2325 2326 2327 2328 2329 2330	2327
WNYT.Commercial Photographer	01/18/2019	Internal,National,P Except for: 293 295 923 932 1217 1289 2242 2250	369
WNYT.Director of Sales	09/18/2018	Internal,National,P Except for: 293 295 923 932 1217 1289 2242 2250 2329	369
WNYT.Director/Editor	01/08/2019	Internal,National,P Except for: 293 295 350 360 525 923 932 1217 1289 2242 2250	369
WNYT.Meteorologist	03/08/2018	Internal,National,P Except for: 1156 2320 2321 2325 2326 2327 2328 2329 2330	369
WNYT.Operations Engineer	11/12/2018	Internal,National,T Except for: 293 295 923 2250 2329	774
WNYT.Operations Engineer	09/18/2018	Internal,National,T Except for: 293 295 923 1156 2250 2326 2327 2328 2329 2330	416
WNYT.Producer	03/08/2018	Internal,National,P Except for: 1156 2320 2321 2325 2326 2327 2328 2329 2330	369
WNYT.Reporter/Anchor	09/28/2018	Internal,National,P Except for: 293 295 932 1156 1217 1289 2242 2250 2320 2321 2325 2326 2327 2328 2329 2330	764
WNYT.Reporter/Anchor	09/28/2018	Internal,National,P Except for: 293 295 932 1156 1217 1289 2242 2250 2320 2321 2325 2326 2327 2328 2329 2330	923
WNYT.Weekend Morning Anchor	12/05/2018	Internal,National,P Except for: 293 295 452 644 923 932 1092 1156 1217 1289 2242 2250 2320 2321 2325 2326 2327 2328 2329 2330	774

## List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
350	4	369	9	416	3	683	1
700	1	752	1	764	7	774	7
923	3	2242	2	2308	8	2325	1
2327	1						

## 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 1156 1157  
1176 1195 1199 1212 1216 1255 2325 2328 2329 2330

## 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 1213 1270 1844 1845 1847 1848 2081 2082 2320 <b>05/09/18:</b> 2320 ADDED
National	<b>Current:</b> 255 452 487 644 657 1092 <b>05/09/18:</b> 2321 INACTIVE 2321 ADDED
P=Professional	<b>Current:</b> 151 166 168 248 257 293 304 340 350 360 380 391 445 450 453 469 470 491 525 528 642 683 700 725 764 774 800 801 923 1148 1156 1157 1176 1195 1199 1212 1216 1217 1255 1285 1289 2109 2242 2250 2308 2325 2326 2327 2328 2329 2330 <b>12/18/18:</b> 932 INACTIVE <b>08/22/18:</b> 1156 ADDED 2325 ADDED 2326 ADDED 2327 ADDED 2328 ADDED 2329 ADDED 2330 ADDED <b>02/08/18:</b> 502 INACTIVE 1146 INACTIVE <b>01/03/19:</b> 295 INACTIVE
Paid	<b>Current:</b> 501 683 711 752 1157 1212 1216 1217 2242 2308 2327 <b>08/22/18:</b> 2325 DELETED 2325 ADDED 2326 DELETED 2326 ADDED 2327 ADDED 2328 DELETED 2328 ADDED 2329 DELETED 2329 ADDED
S=Support	<b>Current:</b> 151 166 168 248 257 293 304 340 350 360 380 391 445 450 453 469 491 525 528 642 683 700 725 764 774 800 801 923 1148 1157 1176 1195 1199 1212 1216 1255 1289 2242 2250 2308 2325 2327 <b>08/22/18:</b> 2325 ADDED 2327 ADDED <b>02/08/18:</b> 502 INACTIVE 1146 INACTIVE <b>01/03/19:</b> 295 INACTIVE
T=Technical	<b>Current:</b> 151 166 168 248 293 304 340 350 360 380 391 445 469 491 525 528 642 683 700 764 774 800 801 923 1156 1157 1199 1216 2250 2308 2326 2327 2328 2329 2330 <b>08/22/18:</b> 1156 ADDED 2326 ADDED 2327 ADDED 2328 ADDED 2329 ADDED 2330 ADDED <b>02/08/18:</b> 1146 INACTIVE <b>01/03/19:</b> 295 INACTIVE

## Recruitment Sources

ID	Source	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 Nikita Hardy (518) 388-4233
248	Department of Labor-Albany, NY Governor Waverell Harriman State Office Bldg Campus Albany, NY 12240 Cathy Bucci (518) 457-0217	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 155 Indian Ave Lawrence, KS 66046 Carlene Morris (785) 830-2702	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 Andy Higgins (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 Amanda Shaw (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 14 Computer Drive West Albany, NY 12205 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 Vandenberg Avenue 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 1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229	893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Rachel Sedillo (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
1156	College of Communication - Pennsylvania State University	1157	Rensselaer Cty One Stop Employment Center	1176	Saratoga County Chamber Of Commerce 28 Clinton Street

	208 Carnegie Building University Park, NY 16802 Robert P. Martin (814) 865-4349		1600 Seventh Avenue Troy, NY 12180 Brian Williams (518) 270-2860		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 Rushkowski (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 1100 N 52nd Street Phoenix, AZ 85008 Susan Kaiser (602) 629-8673
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	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	2308	Indeed.com 177 Broad Street, 6th Floor Stamford, CT 06901 Job Coordinator (203) 328-2691	2320	HBI Radio North 13225 Dogwood Dr Brainerd, MN 56425 Justin Jerve (218) 822-4461
2321	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	2325	New York State Broadcasters Association 1805 Western Ave Albany, NY 12203 Carolyn Jung (518) 456-8888	2326	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 SCOTT JONES (317) 846-9000
2327	WNYT-TV 15 N Pearl St Albany, NY 12204 Cayla McGurn (518) 207-4713	2328	Columbia Journalism School 2950 Broadway New York, NY 10027 Izabela Rutkowski (212) 854-4422	2329	Ithaca College 953 Danby Rd Ithaca, NY 14850 Cheryl Boyer (607) 274-3365
2330	St. Bonaventure University P.O. Box 119 St. Bonaventure, NY 14778 Pam Ferman (716) 375-2384				

## Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
New York State Broadcasters Futures Committee	David Donovan, NYSBA	02/01/2018 - 01/31/2019	The WNYT Business Manager is a member of the Junior Board of New York State Broadcasters Association. Referred to as the 'Futures Committee', the group was created to gain the perspective of young professionals in the industry, that are in leadership positions and show promise towards top executive roles. One of the committee's main goals is to address the changing needs for jobs in broadcasting. In 2018, the focus was on starting the College Outreach program. The committee met with broadcast professionals from stations around NY state and spoke at schools/common locations to gain interest/spread knowledge of the industries opportunities to the next generation of young leaders.	
Science, Technology, Engineering, and Math (STEM)	David Jones (WNYT News Director)	02/01/2018 - 01/31/2019	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 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 schools visited: Tamarac High School, Blue Creek Elementary School, Schodack Central School, Shenendehowa Central School, Lisha Kill Elementary School, MiSci, 15-Love, SUNY POLY, Albany Academies, Albany High School, Protor's Theater, Ballston Spa High School, Rensselaer Polytechnic Institute, The Washington County Fair, Six Flags New England.
State	Jermaine	02/14/2018	A member of WNYT/WNYA's management team attended the Career Fair	

University of New York at Albany Career Fair	Harris/Fair	- 02/14/2018	and Internship Expo for 2018 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.	
NYSBA College Outreach	David Donovan, NYSBA	02/16/2018 - 02/16/2018	A WNYT-TV Promotion Manager, participated as a panelist for the 1/2 day college outreach program at Syracuse University. The purpose of the program is to give students a broader perspective of the career options that exist for them in the TV news business, and help "sell" our industry to the next generation of professionals.	The 1/2 day seminar was the first of what NYSBA hopes to be many in the campaign across New York State.
NAB/NABEF Career Fair	Michael Duke, VP	04/25/2018 - 04/25/2018	WNYT's VP/General Manager and Director of Operations participated in the National Association of Broadcasters Education Foundation (NABEF) Career Day on Tuesday, April 11, 2018, 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/WNYA, were distributed to interested individuals. The Career Fair is a part of the NAB Show.	WNYT/WNYA participated with other Hubbard Broadcasting, Inc. stations.
New York State Broadcasters Association Internship Program	Sandra Messineo	05/23/2018 - 08/10/2018	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.	The interns selected attended Ithaca College and Marist College.