

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: 02/01/17 to 01/31/18

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WNYT.Account Executive, FT Commission	12/14/2017	Internal,National,P	700
WNYT.Account Executive, FT Commission	12/14/2017	Internal,National,P	350
WNYT.Account Executive, FT Commission	01/23/2018	Internal,National,P	700
WNYT.Account Executive, FT Commission	01/23/2018	Internal,National,P	2242
WNYT.Anchor/Reporter	01/30/2018	Internal	369
WNYT.Anchor/Reporter	12/04/2017	Internal,National,P	416
WNYT.News Director	06/28/2017	Internal,National,P	416
WNYT.Operations Engineer	12/14/2017	Internal,National,T	350
WNYT.Operations Engineer	09/27/2017	Internal,National,T	369
WNYT.Photographer/Editor	12/04/2017	Internal,National,P	350
WNYT.Producer	12/04/2017	Internal,National,P	764
WNYT.Reporter/Anchor	12/04/2017	Internal,National,P	350

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
350	6	360	3	369	9	416	6
700	3	711	2	764	9	774	7
923	6	1148	2	2242	17	2308	4

List of Recruitment Sources that requested postings

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 2308

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
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 2308 09/19/17: 2308 ADDED
Paid	Current:	501 683 711 752 1157 1212 1216 1217 2242 2308 09/19/17: 2308 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 2308 09/19/17: 2308 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 2308 09/19/17: 2308 ADDED

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 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	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	295	Haskell Indian Nations University 155 Indian Ave	304	Howard University, School of Communications 525 Bryant St NW

Albany, NY 12201 David Gonzales (518) 664-3878	Lawrence, KS 66046 Carlene Morris (785) 830-2702	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 122111462 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 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 Guilliame (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 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	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				

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
2017 WNYT/WNYA Job Shadows	WNYT Management and Staff	02/01/2017 - 12/31/2017	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 photographers, producers, 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, Herkimer Community College, Siena College, Guilderland High School, Colonie High School and Shenendehowa High School.
College of St. Rose Teleprompter Project	Paul Conti, Instructor	02/01/2017 - 01/31/2018	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.	Students were hired by WNYT/WNYA. Students learn and gain real world experience at the television station while earning their degree in Broadcasting.
Community Organizations Speaking Engagements	WNYT News and Public Affairs Office	02/01/2017 - 01/31/2018	WNYT/WNYA 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	02/01/2017 - 01/31/2018	WNYT/WNYA's Office Manager and News Director routinely host Cub 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.
Hudson Valley Community College Career Fair	Gayle Healy	02/01/2017 - 02/01/2017	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 departments. Copies of job postings were handed out.	
Listing of Upper Level Jobs	Christine Kimball, WNYT-TV	02/01/2017 - 01/31/2018	WNYT/WNYA routinely submits job opening announcements for all open positions to organizations with substantial participation of women and minorities. For the upper level position of News Director, 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	02/01/2017 - 12/31/2017	WNYT/WNYA participated in a quarterly on-line career fair for 2017-2018 graduates and students from all over the country. Individuals were able to apply on-line for internships or positions in journalism, sales and television production. Copies of the job postings were loaded onto the Massachusetts Broadcasters website for candidates to review.	
School Visits	WNYT - Public Affairs	02/01/2017 - 01/31/2018	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	02/01/2017 - 01/31/2018	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 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 University of New York at Albany Career Fair	Jermaine Harris/Fair	02/21/2017 - 02/21/2017	A member of WNYT/WNYA's management team attended the Career Fair and Internship Expo for 2017 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.	
New York State Broadcasters Association Internship Program 2017	Sandra Messineo	05/28/2017 - 08/15/2017	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 Marist College and Syracuse University.

Each intern worked up to 180 hours.

National Association of Black Journalists Convention - New Orleans	Nia Hamm	08/09/2017 - 08/13/2017	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.
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FCC EEO Management Training	Michelle Ott, HBI Human Resources	10/24/2017 - 10/24/2017	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.
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New School of Radio and Television Tour	Janielle Krawczyk, Instructor	11/16/2017 - 11/16/2017	WNYT/WNYA's Production Manager 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.
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