

**WNYA**  
**EEO PUBLIC FILE REPORT**  
**[February 1, 2008 – January 30, 2009]**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
On Air Personality/Account Executive	3*	3
Master Control Operator	1, 2, 3, 4, 5, 6, 7, 8, 16, 20	3
Account Executive	3, 4, 15, 16, 17, 18, 20	17
Account Executive	3, 4, 15, 16, 17, 18, 20	20

\* Exigent Circumstance

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## II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Broadcast Employment Services / TVJobs.Com P.O. Box 4116 Oceanside, CA 92052 Tel. 800-374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a> Attn: Mark C. Halloway Free online posting.	No	0
2	EntertainmentCareers.Net 10622 Kinnard Avenue, A Los Angeles, CA 90024 Tel. 310-441-9963 <a href="http://www.entertainmentcareers.net">www.entertainmentcareers.net</a> Attn: Brad Hall Free online posting.	No	0
3	Employee Referral	No	1
4	WNYA-TV station web site <a href="http://www.mytv4albany.com">www.mytv4albany.com</a>	No	3
5	The New School of Radio & TV 50 Colvin Avenue, Albany, NY 12206 Tel. 845-687-7167 <a href="http://www.nsr.org">www.nsr.org</a>	No	0
6	Hispanic Outreach Services Attn: Nilda Giraldi 801 Stanley Street Schenectady, NY 12307 Tel. 518-382-2004 Fax. 518-382-2695 Email. <a href="mailto:hosschenectady@choiceonemail.com">hosschenectady@choiceonemail.com</a>	No	0
7	Hispanic Outreach Services Attn: Beatrice Aviles 130 Ontario Street Albany, NY 12206 Tel. 518-463-1217 Fax. 518-463-1218 Email. <a href="mailto:hosalbany@choiceonemail.com">hosalbany@choiceonemail.com</a>	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	NAACP Schenectady Branch Attn: Olivia Adams 955 State Street Schenectady, NY 12307-1521 Tel. 518-377-0522	No	0
15	Gay & Lesbian Community Council Attn: Carrie Knepp PO Box 131 Albany, NY 12201 Tel. 518-462-6138 Fax. 518-462-2101 Email. <a href="mailto:cknepp@edglcc.org">cknepp@edglcc.org</a>	No	0
16	The Women's Building, Inc. Attn: Liz Bryant, Coordinator 79 Central Avenue Albany, NY 12206 Tel. 518-465-1597 Fax. 518-465-1598	No	0
17	Times Union Newspaper 645 Albany-Shaker Road, Albany, NY Tel. 518-454-5000	No	4
18	New York State Labor Department <a href="http://www.americasjobexchange.com">http://www.americasjobexchange.com</a> 600 Franklin Street, Schenectady, NY Tel. 518-347-1662 Free online posting (registration required).	No	0
20	Non Employee Referral	No	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>9</b>

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## III. RECRUITMENT INITIATIVES

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
5	<p>Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Katelyn Corey – WNYA Internship Fall 8/25/08-12/05/08 30 hours per week – From The College of St. Rose – Production Intern – To help with Yankees Tonight Show, Learn Television Operations and Editing. She learned to edit on Final Cut Pro, learned basic television operations and performed clerical duties, she produced several one sheets and power point presentations for sales, created Legal Line spec spot for sales, created POP spot for our Prize Zone and created a data base from all of our email entrants from the Yankees Tonight Show web page. Completed successfully.</p> <p>John Marr – WNYA Internship Summer – From the New School of Radio and Television – Production Intern - To help with Yankees Tonight Show, Learn Television Operations and Editing. Did not attend the first day – and we declined to have him intern later.</p>
8	<p>Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>Conduct on-going monthly training since January 2008 for master control operators to assist in promotion and program production.</p>
6	<p>Participate in job banks, Internet program, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</p>	<p>WNYA is a registered member of the New York State Department of Labor. WNYA also disseminate job openings to organizations whose memberships include substantial participation of women and minorities such as American Women in radio and Television, Inc., National Black Media Coalition, Hispanic Outreach Service, etc.</p>

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<p><b>14</b></p>	<p>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discriminating.</p>	<p>Management level personnel were provided EEO memos and compliance instructions to ensure that all hiring is EEO compliant.</p>
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