

**WNYA (TV) & WNYA-CA
EEO PUBLIC FILE REPORT¹
December 1, 2009 to November 30, 2010**

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 3, 4, 5, 19, 23, 24, 26, 33, 38, 39, 41, 42	3
Confidential	3, 4, 23, 28, 33, 43	3
Account Executive	1, 3, 5, 19, 23, 24, 26, 39, 41	3
Master Control Operator	1, 5, 6, 10, 16, 17, 18, 21, 24, 25, 26, 41, ,43, 44	24
Account Executive	1, 3, 5, 7, 8, 14, 15, 23, 24, 25, 39, 41	3

¹ WNYA(TV) is licensed to Pittsfield, MA, WNYA-CA is licensed to Kinderhook, NY. This SEU elected to follow the filing deadlines for stations located in New York.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS No.	RS Information (List any and all the sources used during the reporting year, including Employee Referral, Non-Employee referral, Internal Promotion and Walk-in.)	Source Entitled to Vacancy Notification? (Yes/No) Yes only if the source asks you to supply vacancy notification.	No. of Interviewees Referred by RS over 12-month period
1.	WNYA-TV station web site www.my4albany.com	No	1
2.	WNYA On-Air Announcement	No	
3.	Employee Referral	No	7
4.	Non Employee & Self Referral	No	7
5.	Hispanic Outreach Services Attn: Beatrice Aviles 30 Ontario Street Albany, NY 12206 Tel. 518-463-1217 Fax. 518-463-1218 Email. hosalbany@choiceonemail.com	No	
6.	Hispanic Outreach Services Anne Tranelli, CSJ 40 North Main Avenue Albany, NY 12203 518-453-6655 Phone 518-453-6792 Fax	No	
7.	NAACP – Troy 542 Eighth Street Troy, NY 12180	No	
8.	NAACP – Albany PO Box 2544 Albany, NY 12220 Ann Pope 518-462-1823	No	

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9.	NAACP – Saratoga Springs PO Box 1465 Saratoga Springs, NY 12866 518-584-8413	No	
10.	NAACP – Columbia Green Cos (Hudson) Branch PO Box 84 Hudson, NY 12534	No	
11.	National Black Media Coalition PO Box 577 171 E. Main Street Amsterdam, NY 12012 Attn: Maria Jeannette Gatto Tel. 518-843-0004	No	
12.	100 Black Men of Albany, NY, Inc. President: Mr. Richard W. Harris P. O. Box 708 Albany, NEW YORK 12201	No	
13.	The Women’s Building, Inc. Attn: Liz Bryant, Coordinator 79 Central Avenue Albany, NY 12206 Tel. 518-465-1597 Fax. 518-465-1598	No	

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14.	Women's Employment & Resource Center Attn: Elizabeth Miller, Executive Director 175 Central Ave, 3rd Floor Albany, NY 12206 (518)462-7600 ext 187 www.cdwerc.org	No	
15.	Gay & Lesbian Community Council Attn: Carrie Knepp PO Box 131 Albany, NY 12201 Tel. 518-462-6138 Fax. 518-462-2101 Email. cknepp@cdglcc.org	No	
16.	America Works of Albany, Inc. 194 Washington Avenue, Suite 320 Albany, NY 12210 Jessica Jackson 518-465-5627	No	
17.	Capital Region Workforce Investment Board 175 Central Avenue, Albany, NY 12206 Attn: Robert Wildermuth III Tel. 518-462-7600 x. 160 Fax. 518-447-5967	No	

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18.	Carver Community Center Attn: R. Walker 700 Craig Street Schenectady, NY 12307 Tel. 518-374-8456 Fax. 518-374-0751	No	
19.	New York State Labor Department The NY State Job Exchange (NYSJE) http://www.americasjobexchange.com 600 Franklin Street, Schenectady, NY Tel. 518-347-1662	No	
20.	Albany Co Department of Human Resources Kai Earle, Director of Affirmation Action 112 State Street, Suite 670 Albany, NY 12207 kearle@albanycounty.com	No	
21.	Rothfield-Daniels Media Services Jane Rothfield 1342 Keyes Avenue Albany, NY 12309 Tel. 518-522-7445 Email. janerothfield@nycap.rr.com	No	

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22.	The Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Tel. 317-846-9000 Fax. 317-846-9120 www.sbe.org Free online posting (auto expires 60 days)	No	
23.	Broadcast Employment Services / TVJobs.Com P.O. Box 4116 Oceanside, CA 92052 Tel. 800-374-0119 www.tvjobs.com Attn: Mark C. Halloway Free online posting.	No	
24.	Albany Craigslist http://albany.craigslist.org/ Free online posting	No	7
25.	The Daily Gazette Newspaper - Schenectady, NY Classified Advertisitng 2345 Maxon Road Extension, Schenectady, NY Tel. 518-382-1100 Fee based print and online posting.	No	

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26.	Albany Times Union 645 Albany-Shaker Road, Albany, NY Tel. 518-454-5000 Fee based print and online posting.	No	2
27.	Albany Business Review 40 British American Blvd. Latham, NY 12110 Phone: 518-640-6800	No	
28.	Birschbach Media Sales & Marketing Birschback Recruitment Network Dba MediaRecruiter.com 22102 E. Canyon Place Aurora, CO 80016 303-400-5150 Fee based online posting	No	1
29.	Capital Area Help Wanted.com One Civic Plaza Suite 506 Poughkeepsie, NY 12601 Eric Straus (845) 471-5200 Fee based online posting	No	

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30.	Birschbach Media Sales and Marketing Birschbach Recruitment Network DBA MediaRecruiter.com www.mediarecruiter.com 22102 E. Canyon Place Aurora, CO 80016 Art Scott, Sales-Recruitment Director, 303-400-5150 Fee based online posting & recruitment services	No	
31.	Propelity.com 432 Broadway, Suite 2 Saratoga Springs, NY 12866 \$60 for 60 days - general online job posting in Albany	No	
32.	NewYorkJobs.com LLC www.newyorkjobs.com New York, NY 10011 info@newyorkjobs.com Free online posting	No	
33.	American Women in Radio & Television (AWRT) AWRT National Headquarters 1760 Old Meadow Road, Suite 500 McLean, VA 22102 703-506-3290 Phone 703-506-3266 Fax Online posting. \$30 for non-member.	No	

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34.	College of Saint Rose Mary Alice Molgard, Job Bank Coordinator College of Saint Rose 432 Western Avenue, Box 121 Albany, NY 12203 518-454-5265 Phone 518-458-5446 Fax Email. molgardm@mail.strose.edu www.strose.edu	No	
35.	The Leadership Institute Broadcast Media Placement Coordinator Denise Chaykun Steven P.J. Wood Building 1101 North Highland Street Arlington, VA 22201 703-247-2000 Phone 703-247-2001 Fax	No	
36.	University at Albany Career Development ULB-69 1400 Washington Avenue Albany, NY 12222 518-442-5515 Phone 518-442-5005 Fax career@uamail.albany.edu	No	

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37.	The Sage Colleges – Troy Campus Laurie Anderson Career Development Center 45 Ferry Street Troy, NY 12180 518-244-2272 Phone 518-244-6865 Fax www.sage.edu	No	
38.	Schenectady County Community College 78 Washington Avenue, Schenectady, NY 12305 Tel. 518-346-6211 x. 113 Fax. 518-346-0379 http://www.sunysccc.edu/student/jps/employernew.htm	No	
39.	The New School of Radio & TV (NSRT) 7 Harriman Campus Road Albany, NY 12206 518-438-7682 Phone 518-438-3603 Fax Email. admin@nsrt.org www.nsrt.org	No	
40.	The Syracuse Post-Standard Clinton Square, P.O. Box 4915 Syracuse, New York 13221-4915 Kristine Fleury 315.470.0011 x4427 Fee based advertising.	No	

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41.	EntertainmentCareers.net 914 S Barrington Ave. Los Angeles, CA 90049 Free online posting.	No	1
42.	Albany Times Union Job Fair	No	8
43.	The Post Standard Kristine Fleury 315.470.0011 x4427 Fax: 315.470.2050 kfleury@syracuse.com Clinton Square, P.O. Box 4915 Syracuse, New York 13221-4915 Fee based advertising	No	
44.	Unspecified Advertisement	No	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			35

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On June 17, 2010, an attorney from Wiley Rein LLP, FCC counsel to WNYA, taught a training seminar on the FCC's EEO rules and regulations via teleconference. Participants were provided with written material summarizing the FCC's EEO rules and regulations. The following individual from WNYA participated in the teleconference: Duncan Brown, Vice President or Operations/Station Manager
2	Participate in at least four job fairs. Station personnel who have substantial responsibility in making hiring decisions must be involved in such activities.	<p>On 05/11/10, WNYA participated in the Time Union Career Fair held at the Albany Marriott located at 189 Wolf Road. Duncan Brown, Vice President or Operations/Station Manager, and Christopher Markellos, General Sales Manager, were in attendance to speak with and interview potential candidates.</p> <p>On 07/14/10, WNYA participated in the Time Union Career Fair held at the Albany Marriott located at 189 Wolf Road. Duncan Brown, Vice President or Operations/Station Manager, Christopher Markellos, General Sales Manager, and Alisha Siligate, Traffic Manager, were in attendance to speak with and interview potential candidates.</p> <p>On 08/18/10, WNYA participated in the Albany Career Fair sponsored by National Career Fairs held at the Albany Marriott located at 189 Wolf Road. Duncan Brown, Vice President or Operations/Station Manager, and Christopher Markellos, Local Sales Manager, were in attendance to speak with and interview potential candidates.</p> <p>On 10/12/10, WNYA participated in the Time Union Career Fair held at the Albany Marriott located at 189 Wolf Road. Duncan Brown, Vice President or Operations/Station Manager, and Christopher Markellos, Local Sales Manager, were in attendance to speak with and interview potential candidates.</p>
3	Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	During this reporting period, WNYA hosted two interns in its production department. They are Ricky Rigby and Christopher McCreesh. Both are students at the New School of Radio and Television, located at 50 Colvin Avenue, Albany, NY 12206.