

EEO PUBLIC FILE REPORT

December 1, 2010 – November 30, 2011

(Reporting Year 1)

WNYA(TV) & WNYA-CA

WNYA (TV) & WNYA-CA
HIREE RECRUITMENT SOURCE SUMMARY
December 1, 2010 to November 30, 2011

Total No. of Interviewees Referred by Each Recruitment Source:	11
Albany Times Union/Monster.com	0
Craigslist – Albany	0
CapitalAreaHelpWanted.com	5
Broadcast Employment Services/TVJobs.com	1
Hispanic Outreach Services	0
NAACP –Troy	0
NAACP – Albany	0
Women's Employment & Resource Center	0
Gay & Lesbian Community Council of Albany	0
Station website	2
The New School of Radio & Television (NSRT)	0
University of Albany	2
Self Referral	1

**WNYA-TV & WNYA-CA
VACANCY DATA FORM
December 1, 2010 to November 30, 2011**

Full-Time Vacancy Job Title: Account Executive
 RS Referring Hiree: Self Referral
 Date Vacancy Posted: February 2011
 Date Vacancy Filled: April 2011

Name of Recruitment Source (RS)	Address	City	State	Zip	Phone	RS Entitled to Notification	# of Interviewees
Albany Times Union	645 Albany-Shaker Road	Albany	NY		(518) 484-5000	No	
Craigslist - Albany	www.albany.craigslist.org	N/A	N/A	N/A	N/A	No	
CapitalAreaHelpWanted.com	One Civic Plaza, Suite 506	Poughkeepsie	NY	12601	(845) 471-5200	No	2
Broadcast Employment Services/TVJobs.com	P.O. Box 4116	Oceanside	CA	92052	(800) 374-0119	No	1
Hispanic Outreach Services	30 Ontraio Street	Albany	NY	12206	(518) 463-1217	No	
NAACP -Troy	542 Eight Street	Troy	NY	12180	N/A	No	
NAACP - Albany	P.O. Box 2544	Albany	NY	12220	N/A	No	
Women's Employment & Resource Center	175 Central Avenue, 3rd Floor	Albany	NY	12206	(518) 462-7600	No	
Gay & Lesbian Community Council of Albany	P.O. Box 131	Albany	NY	12201	(518) 462-6138	No	
The New School of Radio & Television (NSRT)	7 Harriman Campus Road	Albany	NY	12206	(518) 438-7682	No	
Station website	17 Fern Avenue, #100	Schenectady	NY	12306	(518) 381-3751	No	
Self Referral	N/A	N/A	N/A	N/A	N/A	No	1
# of Total Interviewees:							4

**WNYA-TV & WNYA-CA
VACANCY DATA FORM
December 1, 2010 to November 30, 2011**

Full-Time Vacancy Job Title: Account Executive
 RS Referring Hiree: Unlisted Source
 Date Vacancy Posted: June 2011
 Date Vacancy Filled: August 2011

Name of Recruitment Source (RS)	Address	City	State	Zip	Phone	RS Entitled to Notification	# of Interviewees
Craigslist - Albany	www.albany.craigslist.org	Albany	NY	N/A		No	
CapitalAreaHelpWanted.com	One Civic Plaza, Suite 506	Poughkeepsie	NY	12601	(845) 471-5200	No	3
Broadcast Employment Services/TVJobs.com	P.O. Box 4116	Oceanside	CA	92052	(800) 374-0119	No	
The Hispanic Coalition NY, Inc.	PO Box 185	Duanesburg	NY	12056	(518) 469-9161	No	
NAACP – Albany	P.O. Box 2544 138 Clinton Avenue	Albany	NY	12220	(518) 462-1246	No	
Women's Employment & Resource Center	175 Central Avenue, 3rd Floor	Albany	NY	12206	(518) 462-7600	Yes	
Gay & Lesbian Community Council of Albany	P.O. Box 131	Albany	NY	12201	(518) 462-6138	No	
Station website	17 Fern Avenue, #100	Schenectady	NY	12306	(518) 381-3751	No	
University of Albany	1400 Washington Avenue	Albany	NY	12222	(518) 437-4900	No	2
Unlisted Source	N/A	N/A	N/A	N/A	N/A	N/A	2
# of Total Interviewees:							7

WNYA (TV) & WNYA-CA
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RECRUITMENT INITIATIVES
December 1, 2010 to November 30, 2011

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

On May 5, 2011, an attorney from Wiley Rein LLP, FCC counsel to the stations, 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(s) from the station participated in the teleconference:

Duncan Brown, V.P. of Operations/Station Manager

Participate in at least four job fairs. Station personnel who have substantial responsibility in making hiring decisions must be involved in such activities.

On 07/27/11, WNYA participated in the Time Union Career Fair held at the Albany Marriott located at 189 Wolf Road. Duncan Brown, Vice President of Operations/Station Manager, and Chuck Hunt, General Sales Manager, were in attendance to speak with and interview potential candidates.

On 10/10/11, WNYA participated in the Time Union Career Fair held at the Albany Marriott located at 189 Wolf Road. Chuck Hunt, General Sales Manager, and Kaitlyn Malloy, Account Executive, were in attendance to speak with and interview potential candidates.

WNYA anticipates in participating in at two more job fairs in the next reporting period.

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 Beau Piorkowski (09/13/11-10/14/11) and William Brownlie (03/07/11-05/14/11). Both are students at the New School of Radio and Television, located at 50 Colvin Avenue, Albany, NY 12206.