

**WIVT-TV, WBGH-CA, WMRV-FM, WMXW(FM), WKGB-FM,
WBBI(FM), WENE(AM), WINR(AM)**

EEO PUBLIC FILE REPORT
February 1, 2007-January 31, 2008¹

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
1	Outside Account Executive (Television)	1-27, 29-40, 42-46	7
2	Outside Account Executive (Television)	1-27, 29-40, 42-46	38
3	Receptionist (Television)	1-27, 29-40, 42-46	7
4	Outside Account Executive (Television)	1-27, 29-40, 42-46	7
5	General Assignment & Field Reporter (Television)	1-27, 29-40, 42-46	1
6	Art / Creative Director II (Television)	1-27, 29-40, 42-46	42
7	Account Executive (Radio)	13,14,17,22,24,25,28,30,31,33,35,36,37,39	37
8	Account Executive (Radio)	13,14,17,22,24,25,28,30,31,33,35,36,37,39	37
9	Account Executive (Radio)	13,14,17,22,24,25,28,30,31,33,35,36,37,39	7
10	Account Executive (Radio)	13,14,17,22,24,25,28,30,31,33,35,36,37,39	37
11	Account Executive (Radio)	13,14,17,22,24,25,28,30,31,33,35,36,37,39	37
12	Account Executive (Radio)	13,14,17,22,24,25,28,30,31,33,35,36,37,39	7
13	Account Executive (Radio)	13,14,17,22,24,25,28,30,31,33,35,36,37,39	37
14	Account Executive (Radio)	13,14,17,22,24,25,28,30,31,33,35,36,37,39	37
15	Webmaster/On Air	13,14,17,22,24,25,28,30,31,33,35,36,37,39	36
16	Programming Assistant	13,14,17,22,24,25,28,30,31,33,35,36,37,39	28

¹ This report provides recruitment data collected from January 22, 2007 through January 21, 2008.

	Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
17	Production Assistant/Operator on Duty	13,14,17,22,24,25,28,30,31,33,35,36,37,39	37

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	TV jobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 Phone: 800-374-0119 Phone: 800-754-8177 Fax: 760-754-2115 www.tvjobs.com Contact: Mark Holloway	N	4
2	Media line.com PO Box 51909 Pacific Grove, CA 93950 Phone: 800-237-8073 Fax: 831-648-5204 www.medialine.com	N	2
3	WIVT station website 203 Ingraham Hill Road Binghamton, NY 13903 Phone: 607-771-3434 Fax: 607-723-1034 www.newschannel34.com	N	6
4	Syracuse University Contact: Professor Dow Smith 215 University Place, Syracuse, NY 13244-200 (315) 443-3946 dcsmit02@syr.edu	N	0
5	New School of TV + Radio 50 Colvin Ave Albany, NY 12206 Phone: 518-438-7682 Fax: 518-438-3603 Contact: Tim Albright	N	0
6	Company Bulletin Board	N	0
7	Word-of-mouth referrals	N	17
8	Walk-in applications	N	3
9	Broome Community College PO Box 1017 Binghamton, NY 13902 607-778-5319	Y	0

RS	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Ithaca College Professor Sharon Mazzarella 953 Danby Road Ithaca, NY 14850 Phone: (607) 274-1029 Phone: (607) 274-3011 Email: mazzarel@ithaca.edu	N	0
11	State University of New York at Oswego Career Services Office 606 Culkin Hall, Oswego, NY 13126 Bob Casper (315) 312-2255	N	0
12	Columbia University 2960 Broadway New York, NY 10027-6902 General Information: (212) 854-1754	N	0
13	Broome County Urban League M. Taylor 43-45 Carroll Street Binghamton, NY 13901 607-723-7466 email: mtaylor@bcul.org	Y	0
14	Southern Tier Young Professionals Kimberly Leornard PO Box 3248 Binghamton, NY 13902 Phone: 607-748-6581 Phone: 607-724-3004 email :Kleornard@bckpc.com email: secretary@styp.org	Y	0
15	University of Rochester Office of Minority Affairs 310 Morey Hall Rochester, NY 14627-3221 585-275-0651 fax: 585-473-6494	N	0
16	New York State Broadcasters Association Sandy Messenio 1805 Western Ave Albany, NY 12203 518-456-8888	N	0
17	SUNY Binghamton Jillian Kroll PO Box 6000 Binghamton, NY 13902 607-777-2553	Y	0
18	SUNY Oneonta Ravine Parkway Oneonta, NY 13827 Linda Valentine 607-436-2534	N	0

RS	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Jacksonville State University Department of Communications Tammy Mize 700 Pelham Road N. Jacksonville, Alabama 36265	N	0
20	NAACP 39 Broad way, Suite 2220 New York, NY 10006 212-344-7474 Fax:212-344-1212	N	0
21	Virginia State University Lisa Townes-Jackson 1 Hayden Drive Petersburg, VA 23806 Phone: 804-524-5211 fax: 804-524-5212	N	0
22	Columbia School of Broadcasting Bill Butler Metro Washington Communications Center 3947 University Dr, 2 nd Floor Fairfax, VA 222030 703-591-6000 Fax: 730-591-6147	N	0
23	SUNY Potsdam 44 Pierrpont Ave Potsdam, NY 13676 Karen Ham 315-267-2344 fax: 315-267-2342	N	0
24	Career Development Center SUNY Plattsburg 202 Kehoe Administration Building Plattsburg, NY 12901 518-564-2071 fax: 518-564-5080 career@plattsburgh.edu	N	0
25	Connecticut School of Broadcasting 130 Birdseye Road Media Park Farmington, Connecticut 06032 Tom DeFranco 1-800-887-2346 Fax: 210-288-7966	N	0
26	Good Will Industries Ben Tallerson 25 Elm Pl Brooklyn, NY 11201 718-246-4905 ext. 303 fax: 718-246-7879	N	0

RS	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
27	Cheyney University Milt Colston 1837 University Circle PO Box 200 Cheyney, PA 19319 610-399-2033 fax: 610-399-2126	N	0
28	allaccess.com	N	1
29	Office of Vocational & Educational services for individuals with disabilities 44 Hawley Street Binghamton, NY 13901 Phone: 607-778-1200 dmarinac@mail.nysed.gov	N	0
30	YWCA Vocational / Education Department 80 Hawley Street Binghamton, NY 13901 Phone: 607-723-3330 evansatywca@yahoo.com	N	0
31	Community Options Inc. Jo Difulvio 182-184 State Street Binghamton, NY 13901 607-722-5971	Y	0
32	Black College Radio Online PO Box 3191 Atlanta, GA 30302 Phone: 404-523-6136 Fax: 404-523-5467 www.BlackCollegeRadioOnline.com	Y <i>television only</i>	0
33	New York State Employment Center 2001 Perimeter Road E Suite 3 Endicott, NY 13760-7392 Michael Puglisi 607-741-4391 fax: 607-741-4560 BTWorks@Labor.state.ny.us USBMPP@labor.state.ny.us	Y	5
34	Broom Tioga Board of Cooperative Educational Services (BOCES) 435 Glenwood Ave. Binghamton, NY 13905 Laurie Hahl LHAHL@BTBOCES.org 607-763-3373 fax: 607-763-3206	Y <i>television only</i>	0

RS	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
35	Partnership Employment Center 204 Court Street Binghamton, NY 13902 adevigili@swsinc.org	N	0
36	Clear Channel website www.clearcareers.com	N	2
37	Job Fairs	N	16
38	On-Air Advertisement	N	5
39	Adam Goodman Goods Entertainment PO Box 1266 Weston, CT 06883 Phone (203) 341-0111 Fax (801) 460-3100 Email: Mail@GoodsEntertainment.com Adam@GoodsEntertainment.com	Y	0
40	American Broadcast School 712 North Watson Road Suite 200 Arlington Texas, 76011 Attn: Michelle McCunnell (817) 695-2474	N	0
41	Press & Sun Bulletin PO Box 2112 Binghamton, NY 13902 Classified Market Place 607-231-7653	N	1
42	Internal Promotion	N	3
43	National Association of Hispanic Journalists jobbank@nahj.org	N	0
44	SUNY Cobleskill pestadh@cobleskill.edu	N	0
45	SUNY Newpaltz careers@newpaltz.edu	N	0
46	Cornell University Jp326@cornell.edu	N	0
Total Interviewees Over 12-Month Period			65

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	WIVT/WBGH Spring Internship Program	During January-May 2007, we hosted seven interns. They included one from Syracuse University, three from Broome Community College, one from Binghamton University, one from Pace University, and one from Binghamton High School.
2	WIVT/WBGH Summer Internship Program	During May-July 2007, we hosted three interns. They included one from Binghamton University, one from St. Bonaventure University and one from SUNY Oneonta.
3	WIVT/WBGH Fall Internship Program	During August-December 2007, we hosted five interns. They included two from Broome Community College and three from Binghamton University.
4	Spring 2007 Internship Program-Radio	From Jan 29th -May 2007, we accepted ten intern, from SUNY Binghamton's Off Campus program for a total of 120 credited hours
5	Fall 2007 Internship Program-Radio	From September-December 2007, we accepted one intern one from SUNY Binghamton's Off Campus program.
6	Job Fair	On June 22, 2007 Clear Channel Radio Binghamton along with the Greater Binghamton Chamber of Commerce co-sponsored a job fair at The Broome Community College Ice center. We promoted the event by broadcasting announcements one week prior to the event. Station personnel participated on the Publicity and Implementation Committees and, during the event, interviewed attendees. Participants from the stations included our Market Manager Joanne Aloï, Program Directors Jim Free, Bob Taylor and Doug Mosher several account executives, and our sales manager Michele Vojtisek
7	Job fair Both Radio and Television	Homecoming Job Fair at the Oakdale Mall in Johnson City, NY. We promoted the event by broadcasting announcements over the two weeks prior to the event. Station personnel participated on the Publicity and Implementation Committees and, during the event, interviewed attendees. Participants from the stations included our sales manager, program director and promotions director.
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