

WIVT-TV & WBGH-CA
EEO PUBLIC FILE REPORT
 March 15, 2008-January 31, 2009¹

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	1-27, 29-40, 42-46	7
2	Outside Account Executive	1-27, 29-40, 42-46	7
3	Receptionist	1-27, 29-40, 42-46	7
4	Meteorologist	1-27, 29-40, 42-46	7
5	Producer	1-27, 29-40, 42-46	3

¹ This report provides recruitment data collected from March 15, 2008 through January 31, 2009.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

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	3
2	Media line.com PO Box 51909 Pacific Grove, CA 93950 Phone: 800-237-8073 Fax: 831-648-5204 www.medialine.com	N	0
3	WIVT station website 203 Ingraham Hill Road Binghamton, NY 13903 Phone: 607-771-3434 Fax: 607-723-1034 www.newschannel34.com	N	8
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	7
8	Walk-in applications	N	0
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	Y	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	0
29	Office of Vocational & Educational services for individuals with disabilities 44 Hawley Street Binghamton, NY 13901 Phone: 607-778-1200 dmarinac@mail.nysed.gov	Y	0
30	YWCA Vocational / Education Department 80 Hawley Street Binghamton, NY 13901 Phone: 607-723-3330 evansatywca@yahoo.com	Y	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	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	3
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	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	0
37	Job Fairs	N	0
38	On-Air Advertisement	N	0
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	0
42	Internal Promotion	N	0
43	National Association of Hispanic Journalists jobbank@nahj.org	N	0
44	SUNY Cobleskill Career Development Center St. Rte. 7 Cobleskill, NY 12043 518-255-5700 pestadh@cobleskill.edu	N	0
45	SUNY Newpaltz 1 Hawk Dr. New Paltz, NY 12561 845-257-7869 careers@newpaltz.edu	N	0
46	Cornell University 170 Martha Van Rensselaer Hall Ithaca, NY 14850 607-255-5471 Jp326@cornell.edu	N	0
Total Interviewees Over 12-Month Period			21

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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 2008, we hosted seven interns. They included one from Syracuse University, one from Broome Community College, two from Broome Tioga BOCES, and three from Binghamton High School.
2	WIVT/WBGH Summer Internship Program	During May-July 2008, we hosted five interns. They included one from University of Massachusetts, one from Boston University, one from California University of Pennsylvania, and two from Ithaca College.
3	WIVT/WBGH Fall Internship Program	During August-December 2008, we hosted seven interns. They included four from Broome Community College and two from Syracuse University, and one from West Chester University.
4	Job fair	On December 29, 2008, we co-sponsored, along with the Greater Binghamton Chamber Of Commerce the 2008 Project 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.
5	Event/program sponsored by educational institution relating to career opportunities in broadcasting	In April 2008 reporter, Peter Quinn spoke to an English class at Vestal High School about his career as a journalist.
6	Event/program sponsored by educational institution relating to career opportunities in broadcasting	On October 16, 2008 news director, Jim Ehmke chaired a session on "Community Insight & Current Issues" at the Press Building in Johnson City. Discussion of how stories are chosen for media coverage.
7	Event/program sponsored by educational institution relating to career opportunities in broadcasting	On November 18, 2008 news director, Jim Ehmke spoke to a Broome Community College class about "Bias in the Media." It was attended by approximately 20 students.
8	Event/program sponsored by educational institution relating to career opportunities in broadcasting	In September meteorologist, Ryan Coyle spoke to students at Harpursville Elementary School about a career in meteorology. Approximately 20 students.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Event/program sponsored by educational institution relating to career opportunities in broadcasting	On September 25, 2008 meteorologist, Ryan Coyle spoke to students at Apalachin Elementary School about a career in meteorology. Approximately 30 students.
10	Event/program sponsored by educational institution relating to career opportunities in broadcasting	On October 9, 2008 meteorologist, Ryan Coyle spoke to students at Ben Franklin Elementary in Binghamton, NY about a career in meteorology. Approximately 60 students.
11	Event/program sponsored by educational institution relating to career opportunities in broadcasting	On Friday, September 26 th our station hosted a tour for a group of Italian foreign exchange student from Union Endicott High School. Approximately 15 students attended.
12	Event/program sponsored by educational institution relating to career opportunities in broadcasting	Our station hosted a Boy Scout Pack tour on November 25, 2008. Thirteen children toured the news room, edit bays and practiced being meteorologist.
13	Event/program sponsored by educational institution relating to career opportunities in broadcasting	Beginning in October 2008 our station has hosted Boy & Girl Scout Troops at our News Channel 34 Studio at the Oakdale Mall in Johnson City every Wednesday. The troop gets a tour, appears in the news and one child helps with the weather segment. Approximately 10 children attend every week.
14	Event/program sponsored by educational institution relating to career opportunities in broadcasting	On January 12, 2009 meteorologist, Ryan Coyle gave a school wide presentation at Whitney Point Elementary about a career in meteorology. Approximately 200 students.