

# WHAM-TV/DT

## EEO PUBLIC FILE REPORT March 15, 2008 - January 31, 2009<sup>1</sup>

### 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>
<b>WHAM-DT Account Executive</b>	1-5, 7-77, 79-81, 83-84, 86, 91, 93, 97-98, 100-101, 103-105, 108, 112-113	97
<b>WHAM-TV Local Sales Manager</b>	1-5, 7-9, 11-12, 14-15, 17-21, 23-25, 27-29, 31, 34, 36-45, 47-51, 53-59, 61-73, 75-77, 79-81, 83, 86, 93, 97-98, 100-101, 103-105, 108, 112-113, 119-120	97
<b>WHAM-TV Producer</b>	1-77, 80-81, 83, 86, 90, 93, 98, 100-101, 104-105, 108, 111-113	90
<b>WHAM-TV General Assignment Reporter</b>	1-77, 80-81, 83, 86, 93, 98, 100-101, 104-105, 107-108, 111-113	6
<b>WHAM-TV Weekend Sports Anchor/Reporter/Producer</b>	1-9, 11-12, 14-15, 17-21, 23-25, 27-29, 31, 34, 36-45, 47-51, 53-59, 61-73, 75-76, 80-81, 83, 91, 93, 98, 100-101, 104, 107-108, 111-113, 119	91
<b>WHAM-TV Commercial Videographer/Photographer</b>	1-5, 7-9, 11-12, 14-15, 17-21, 23-25, 27-29, 31, 34, 36-45, 47-51, 53-59, 61-73, 75-76, 80-81, 83, 90, 93, 98, 100-101, 104, 108, 112-113, 119	90
<b>WHAM-TV Engineering Manager</b>	1-5, 7-9, 11-12, 14-15, 17-21, 23-25, 27-29, 31, 34, 36-45, 47-51, 53-59, 61-73, 75-76, 80-81, 83, 90, 93, 98, 100-101, 104, 108, 112-113, 119	90

<sup>1</sup> New licensee after March 14, 2008; therefore, WHAM-TV/DT no longer part of a joint TV/Radio SEU. After that date, some radio sources were eliminated from the recruitment source list (refer to MRSL for notes).

# WHAM-TV/DT

## EEO PUBLIC FILE REPORT MARCH 15, 2008 – JANUARY 31, 2009

### II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	<b>Action For A Better Community</b> Ms. Cynthia Powell 550 East Main Street Rochester, NY 14604 Phone - (585) 325-5116 x4207 E-mail: cpowell@abcinfo.org	Y	0
2	<b>Ad Council of Rochester</b> Ms. Katelin Ryan 274 North Goodman Street, Suite B269 Rochester, NY 14607-1170 Phone - (585) 442-0200 E-mail: <a href="mailto:kryan@adcouncilroch.org">kryan@adcouncilroch.org</a> <b>EXPANDED NOTICE (Effective 3/9/2005)</b> <b>Updated contact effective 11/18/2008</b>	N	0
3	<b>Alfred State College</b> Ms. Elaine Antonioli SDC 204, 10 Upper College Drive Hunter Student Development Center Alfred, NY 14802 Phone - (607) 587-4385 E-mail: antoniem@alfredstate.edu	Y	0
4	<b>Alfred University</b> Ms. Peggy Broderick Career Development Center Saxon Drive Alfred, NY 14802 Phone - (607) 871-2164 Website: <a href="http://alfred-csm.symplicity.com/employers">http://alfred-csm.symplicity.com/employers</a>	Y	0
5	<b>Baden Street Settlement, Inc.</b> Mr. Earl Barnes 152 Baden Street Rochester, NY 14605 Phone - (585) 325-4350 ext. 14 E-mail: ebarnes@badenstreet.org	N	0
6	<b>Broadcast Image Group</b> Mr. Larry Rickel 7744 Broadway, Suite 100 San Antonio, TX 78209 Phone - (210) 828-6664 E-mail: lricket@broadcastimage.com <b>(News and Promotion positions only)</b>	N	1

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<sup>2</sup> "Not Entitled" sources dropped from the recruitment source list after contact by mail. See individual notes.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
7	<b>Broome Community College</b> Mr. Larry Truillo PO Box 1017 Binghamton, NY 13902 Phone - (607) 778-5205 E-mail: <a href="mailto:truillo_1@sunybroome.edu">truillo_1@sunybroome.edu</a> <b>Updated contact 11/13/2008</b>	Y	0
8	<b>Bryant &amp; Stratton College</b> Ms. Christine Panek 150 Bellwood Drive Rochester, NY 14606 Phone - (585) 720-0660 ext. 239 E-mail: <a href="mailto:cdpanek@bryantstratton.edu">cdpanek@bryantstratton.edu</a>	N	0
9	<b>CCNMA: Latino Journalist of California</b> Ms. Sylvia Wells USC Annenberg School of Journalism 300 South Grand Avenue, Suite 3950 Los Angeles, CA 90071-8110 Phone - (213) 437-4408 E-mail: <a href="mailto:ccnmainfo@cnma.org">ccnmainfo@cnma.org</a>	N	0
10	<sup>2</sup> <b>Career Resource Center of the Finger Lakes</b> Ms. Joan Beecher 5253 Parkside Drive Canandaigua, NY 14424 Phone - (585) 394-9300 <b>Note:</b> Not Entitled source dropped from MRSL 4/21/2008. This source did not generate resumes for the station and did not respond to a letter sent asking them if they wanted to continue receiving job postings.	N	0
11	<b>Career Development Services, Inc.</b> Ms. Connie Faull 150 State Street Rochester, NY 14614 Phone - (585) 244-0765 E-mail: <a href="mailto:cfaull@careerdev.org">cfaull@careerdev.org</a>	Y	0
12	<b>Career Systems Dev. Vocational Assessment/Placement Project</b> Ms. C. Vandemark 1787 Norton Street Rochester, NY 14609 Phone – (585) 544-9070 E-mail: <a href="mailto:cvandemark@careersystems.com">cvandemark@careersystems.com</a>	N	0

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13	<p><b><sup>2</sup> Cayuga Community College</b>  Ms. Meg Osborne  Career Placement  197 Franklin Street  Auburn, NY 13021  Phone - (315) 255-1743 ext. 2222  E-mail: osbornem@cayuga-cc.edu  <b>Note:</b> Not Entitled source dropped from MRSL 4/21/2008.  This source did not generate resumes for the station and did not respond to a letter sent asking them if they wanted to continue receiving job postings.</p>	N	0
14	<p><b>Coventry Job Club</b>  Ms. Janet Nordman  2101 Lac De Ville Boulevard, Suite 2  Rochester, NY 14618  Phone - 585-272-3500, ext. 225  E-mail: rochesterjobclub@hotmail.com</p>	N	0
15	<p><b>Connecticut Schools of Broadcasting</b>  Ms. Janet Hutsebaut  377 Route 17 South Penthouse  Hasbrouck Heights, NJ 07604  Phone - (201) 288-5800  E-mail: <a href="mailto:jhutsebaut@gocsb.com">jhutsebaut@gocsb.com</a>  *Kevin Foley (<a href="mailto:kfoley@gocsb.com">kfoley@gocsb.com</a>) was receiving a copy of postings but he was removed from the list 4/3/2008; he is no longer there.</p>	Y	0
16	<p><b><sup>2</sup> Educational Opportunity Center</b>  Ms. Doris Hannah  305 Andrews Street  Rochester, NY 14604  Phone - (585) 232-2730 x215  <b>Note:</b> Not Entitled source dropped from MRSL 4/21/2008.  This source did not generate resumes for the station and did not respond to a letter sent asking them if they wanted to continue receiving job postings.</p>	N	0
17	<p><b>Emma L. Bowen Foundation for Minority Interests in Media</b>  Ms. Sandra Rice  524 West 57th Street  New York, NY 10019  Phone - (212) 975-2545</p>	Y	0
18	<p><b>Erie Community College</b>  Ms. Cheryl Wailand  Career Resource Center  121 Ellicott Street  Buffalo, NY 14203  Phone - (716) 851-1183  E-mail: <a href="mailto:crc@ecc.edu">crc@ecc.edu</a></p>	Y	0

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19	<b>Finger Lakes Community College</b> Ms. Catherine Petruccione Career Services 4355 Lake Shore Drive Canandaigua, NY 14424 Phone - (585) 394-3500 ext. 7270 E-mail: petrucce@flcc.edu	N	0
20	<b>Finger Lakes Works-Wayne</b> Ms. Jodie Daniels 1519 Nye Road Lyons, NY 14489 Phone - (315) 946-7710 E-mail: jdaniels@co.wayne.ny.us	Y	0
21	<b>Genesee Community College</b> Mr. John McGowan Academic Advisement Office One College Road Batavia, NY 14020-9704 Phone - (585) 343-0055 ext. 6383 E-mail: <a href="mailto:jmmcgowan@genesee.edu">jmmcgowan@genesee.edu</a> <b>Updated contact 11/17/2008</b>	N	0
22	<b>Hispanic Americans for Fairness in Media</b> Ms. Esther Renteria 1304 West Beverly Boulevard, Suite 102 Montebello, CA 90640 Phone - (323) 726-1558 <b>Note:</b> Originally an Entitled source changed to Not Entitled and dropped from MRSL 4/17/2008. Job postings sent in April 2008 were returned as undeliverable. Subsequent research revealed that Ms. Renteria, who was the president of the organization, died in January 2007, leading to the disbanding of the organization.	N, as of 4/17/2008	0
23	<b>Hobart and William Smith Colleges</b> Mr. Joseph Ambrosetti Career Services Office Salisbury Center at Trinity Hall C/O 300 Pulteney Street Geneva, NY 14456 Phone - (315) 781-3514 E-mail: <a href="mailto:cso@hws.edu">cso@hws.edu</a> <b>Updated contact 11/12/2008</b>	N	0
24	<b>Howard University</b> Ms. Kim Wells 525 Bryant Street NW Washington, DC 20059 Phone - (202) 806-7513	Y	0

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25	<b>Ibero-American Action League, Inc.</b> Ms. Elizabeth Robinson 911 East Main Street Rochester, NY 14605 Phone - (585) 454-1430 x246 E-mail: elizabeth.robinson@iaal.org	Y	0
26	<b><sup>2</sup> International Women's Media Foundation</b> Ms. Lisa Woll 1625 K Street NW, Suite 1275 Washington, DC 20006 Phone - (202) 496-1992 <b>Note:</b> Not Entitled source dropped from MRSL 4/21/2008. This source did not generate resumes for the station and did not respond to a letter sent asking them if they wanted to continue receiving job postings.	N	0
27	<b>Ithaca College</b> Mr. Wenmouth Williams, Jr. Roy H. Park School of Communications Ithaca, NY 14850-7253 Phone - (607) 274-3331	Y	0
28	<b>Keuka College</b> Ms. Caryanne Farley Center for Experiential Learning 141 Central Avenue Keuka Park, NY 14478 Phone - (315) 279-5274 Website: <a href="https://www.myinterfase.com/keuka/employer">https://www.myinterfase.com/keuka/employer</a>	N	0
29	<b>Lifespan Employment Services</b> Mr. Bhagwan Gaur 1900 South Clinton Avenue Rochester, NY 14618 Phone - (585) 244-8400 ext. 195 E-mail: bkgaur@lifespan-roch.org	N	0
30	<b><sup>2</sup> Livingston County Office of Workforce Development</b> Ms. Jennifer Watkins 6 Court Street, Room #105 Geneseo, NY 14454 Phone - (585) 243-7047 <b>Note:</b> Not Entitled source dropped from MRSL 4/21/2008. This source did not generate resumes for the station and did not respond to a letter sent asking them if they wanted to continue receiving job postings.	N	0
31	<b>Damon City Campus Monroe Community College</b> Mr. Ivan Matthew 228 East Main Street Rochester, NY 14604 Phone - (585) 262-1660 Website: <a href="http://www.monroecc.edu/depts/careercenter/emplserv/a-ServicesEmp.htm">http://www.monroecc.edu/depts/careercenter/emplserv/a-ServicesEmp.htm</a>	Y	0

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32	<p><sup>1</sup> <b>Metro Justice</b>  Mr. William Appel  167 Flanders Street, Suite D12  Rochester, NY 14619  Phone - (585) 325-2560  <u>Note</u>: Source dropped from MRSL 4/21/2008. Originally a radio source that did not respond to a letter sent after the sale asking if they chose to continue receiving job postings.</p>	N	0
33	<p><sup>2</sup> <b>Boces 2 Center for Workforce Development</b>  Ms. Barbara Harte  3545 Buffalo Road  Rochester, NY 14624  Phone - (585) 349-9130  E-mail: <a href="mailto:bharte@monroe2boces.org">bharte@monroe2boces.org</a>  <u>Note</u>: Not Entitled source dropped from MRSL 4/21/2008. This source did not generate resumes for the station and did not respond to a letter sent asking them if they wanted to continue receiving job postings.</p>	N	0
34	<p><b>Monroe Community College</b>  Ms. Michelle Mayo  Career Center  1000 East Henrietta Road  Rochester, NY 14623-5780  Phone - (585) 292-2248  E-mail: <a href="mailto:jobconnection@monroecc.edu">jobconnection@monroecc.edu</a></p>	Y	0
35	<p><sup>2</sup> <b>Baber AME Church</b>  Ms. Melanie Trotter-Jiggetts  550 Meigs Street  Rochester, NY 14607  Phone - (585) 461-1395  E-mail: <a href="mailto:baberamechurch@frontiernet.net">baberamechurch@frontiernet.net</a>  <u>Note</u>: Not Entitled source dropped from MRSL 4/21/2008. This source did not generate resumes for the station and did not respond to a letter sent asking them if they wanted to continue receiving job postings.</p>	N	0
36	<p><b>National Association of Black College Broadcasters</b>  Mr. Lo Jelks  PO Box 3191  Atlanta, GA 30302  Phone - (404) 523-6136  E-mail: <a href="mailto:BCRMail@aol.com">BCRMail@aol.com</a></p>	Y	0
37	<p><b>National Association of Hispanic Journalists, The</b>  Ms. Virginia Galindo  1000 National Press Building, 529 14<sup>th</sup> Street NW  Washington, DC 20045-2001  Phone - (202) 662-7145  E-mail: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a></p>	Y	0

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38	<b>National Hispanic Media Coalition</b> Mr. Alex Nogales 1201 West 5th Street, Suite T-205 Los Angeles, CA 90017 Phone - (213) 534-3026	Y	0
39	<b>National Lesbian and Gay Journalists Association</b> Ms. Pamela Strother 1420 K Street NW, Suite 910 Washington, DC 20005 Phone - (202) 588-9888 E-mail: info@nlgja.org	Y	0
40	<b>Native American Cultural Center, Inc.</b> Mr. Wade Oliver 121 North Fitzhugh Street Rochester, NY 14614 Phone - (585) 442-1100 E-mail: <a href="mailto:netroc@frontiernet.net">netroc@frontiernet.net</a> <b>Updated contact name 10/22/2008 and changed from mail to email receipt.</b>	Y	0
41	<b>Nazareth College</b> Mr. Michael D. Kahl Career Services 4245 East Avenue Rochester, NY 14618-3790 Phone - (585) 389-2890 E-mail: mkahl6@naz.edu	N	0
42	<b>New School University</b> Ms. Anna Ogier-Bloomer 65 Fifth Avenue, Room 214 New York, NY 10003 Phone - (212) 229-1324 Website: <a href="http://www.collegecentral.com/newschool">www.collegecentral.com/newschool</a>	Y	0
43	<b>New York State Department of Labor</b> Ms. Mary Lynne Turner 130 West Main Street Rochester, NY 14614 Phone - (585) 258-8853 E-mail: rochesterjobbank@labor.state.ny.us	N	0
44	<b>New York State Department of Labor Job Bank Unit</b> Mrs. Darlene Kiel 276 Waring Road Rochester, NY 14609 Phone - (585) 546-5627 E-mail: <a href="mailto:rochesterjobbank@labor.state.ny.us">rochesterjobbank@labor.state.ny.us</a> <b>Updated contact 11/19/2008</b>	Y	0

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45	<b>SUNY Onondaga Community College</b> Ms. Michele Carey 4941 Onondaga Road W307 Syracuse, NY 13215-2099 Phone - (315) 498-2109 Website: <a href="https://www.myinterfase.com/sunyocc/employer/">https://www.myinterfase.com/sunyocc/employer/</a> <b>Changed from e-mail delivery to website posting 11/13/2008.</b>	N	0
46	<b><sup>2</sup> Ontario County Employment &amp; Training Dept.</b> Ms. Kathy Bailey 3010 County Complex Drive Canandaigua, NY 14424 Phone - (585) 396-4020 <b>Note:</b> Not Entitled source dropped from MRSL 4/21/2008. This source did not generate resumes for the station and did not respond to a letter sent asking them if they wanted to continue receiving job postings.	N	0
47	<b>Plattsburgh State University</b> Ms. Maureen Lavigne Kehoe 202 101 Broad Street Plattsburgh, NY 12901 Phone - (518) 564-2071	Y	0
48	<b>PRSA C/O St. Joseph's Villa  Local Chapter of Public Relations Society of America</b> Ms. Mary Ellen McArdle 3300 Dewey Avenue Rochester, NY 14616 Phone - (585) 581-4617 E-mail: <a href="mailto:mmcardle@stjosephsvilla.org">mmcardle@stjosephsvilla.org</a>	Y	0
49	<b>Puerto Rican Youth Development &amp; Resource Center</b> Ms. Mildred D. Vazquez, Executive Director 997 North Clinton Avenue Rochester, NY 14621 Phone - (585) 325-3570	N	0
50	<b>RIT Student Employment Office</b> Ms. Julie Harrison A350 Student Alumni Union 49 Lomb Memorial Drive Rochester, NY 14623-5603 Phone – (585) 475-2068 E-mail: <a href="mailto:jahseo@rit.edu">jahseo@rit.edu</a>	N	0
51	<b>Roberts Wesleyan College</b> Ms. Mary Flaherty 2301 Westside Drive Rochester, NY 14624 Phone - (585) 594-6540 E-mail: <a href="mailto:flahertym@roberts.edu">flahertym@roberts.edu</a>	N	0

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52	<p><b><sup>2</sup> Rochester Black Media Coalition</b>  Mr. James Norman  550 East Main Street  Rochester, NY 14604  <b>Note:</b> Not Entitled source dropped from MRSL 4/21/2008. This source did not generate resumes for the station and did not respond to a letter sent asking them if they wanted to continue receiving job postings.</p>	N	0
53	<p><b>Rochester Business Institute</b>  Ms. Sharon Seccombe-Coia  1850 Ridge Road East  Rochester, NY 14622  Phone - (585) 336-0899  E-mail: ssecombe@cci.edu</p>	N	0
54	<p><b>Rochester Institute of Technology</b>  Ms. Maria Richart  Cooperative Education and Career Services  Bausch &amp; Lomb Center  57 Lomb Memorial Drive  Rochester, NY 14623-5603  Phone - (585) 475-5479  E-mail: mjroce@rit.edu</p>	N	0
55	<p><b>Spanish Action Coalition</b>  Mr. Carlos Santana  821 North Clinton Avenue  Rochester, NY 14605  Phone - (585) 232-4050</p>	Y	0
56	<p><b>St. John Fisher College</b>  Ms. Betsy McDermott  3690 East Avenue  Rochester, NY 14618  Phone - (585) 385-8143  E-mail: career@sjfc.edu</p>	Y	0
57	<p><b>University of Buffalo (SUNY Buffalo)</b>  Ms. Judith P. Applebaum  259 Capen Hall  Amherst, NY 14260-1635  Phone - (716) 645-2231  Website: www.hireub.buffalo.edu</p>	Y	0
58	<p><b>SUNY College at Brockport</b>  Ms. Helen Wunderlich  350 New Campus Drive  Brockport, NY 14420  Phone - (585) 395-2392  E-mail: jobs@brockport.edu</p>	Y	0

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59	<b>SUNY Cortland</b> Mr. John Shirley PO Box 2000 Cortland, NY 13045 Phone - (607) 753-2224 E-mail: <a href="mailto:johns@em.cortland.edu">johns@em.cortland.edu</a>	Y	0
60	<b><sup>2</sup> Empire State College Genesee Valley Center</b> Ms. Audrey Lynch 1475 North Winton Road Rochester, NY 14609-5803 Phone - (585) 224-3210 E-mail: <a href="mailto:audrey.lynch@esc.edu">audrey.lynch@esc.edu</a> <b>Note:</b> Not Entitled source dropped from MRS� 4/21/2008. This source did not generate resumes for the station and did not respond to a letter sent asking them if they wanted to continue receiving job postings.	N	0
61	<b>SUNY Fredonia</b> Mr. Christopher LaGrow Career Development Office Fredonia, NY 14063 Phone - (716) 673-3327 Website: <a href="http://www.fredonia.edu/cdo">www.fredonia.edu/cdo</a>	Y	0
62	<b>SUNY Geneseo</b> Ms. Andrea DiGiorgio Blake A104 1 College Circle Geneseo, NY 14454 Phone - (585) 245-5734 Website: <a href="http://co.geneseo.edu">http://co.geneseo.edu</a>	Y	0
63	<b>SUNY Oswego</b> Ms. Katie Rabent 142 Campus Center Oswego, NY 13126 Phone - (315) 312-2255 E-mail: <a href="mailto:careerservicesoa@yahoo.com">careerservicesoa@yahoo.com</a> <b>Updated contact 11/12/2008</b>	Y	1
64	<b>SUNY REOC (Rochester Educational Opportunity Center)</b> Ms. Patricia Beaudrie 305 Andrews Street Rochester, NY 14604 Phone - (585) 232-2730 E-mail: <a href="mailto:pbeaudri@brockport.edu">pbeaudri@brockport.edu</a> cc: <a href="mailto:sgonzalez@brockport.edu">sgonzalez@brockport.edu</a> (Sheryl Gonzalez) cc: <a href="mailto:jhanselm@brockport.edu">jhanselm@brockport.edu</a> (Jim Hanselman) cc: <a href="mailto:gsherman@brockport.edu">gsherman@brockport.edu</a> (Greg Sherman) <b>EXPANDED NOTICE (EFFECTIVE 2/10/2005)</b>	Y	0

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65	<b>Syracuse University</b> Ms. C. Halpin Career Services 303 University Place, Suite 235 Syracuse, NY 13244 Phone - (315) 443-9093 E-mail: careers@syr.edu	N	0
66	<b>TalentTrainers.com</b> Ms. Shirley Brice 10807 Waring Place Charlotte, NC 28277 Phone - (704) 541-0892 E-mail: brice@talenttrainers.com	Y	0
67	<b>The Leadership Institute</b> Mr. Jim Cromwell 1101 North Highland Street Arlington, VA 22201-2854 Phone - (703) 647-3301 E-mail: jcromwell@limail.us	Y	0
68	<b>The Urban League of Rochester</b> Ms. Monet Evans 265 North Clinton Avenue Rochester, NY 14605 Phone - (585) 325-6530 ext. 3013 E-mail: mevans@ulr.org	Y	0
69	<b>University of Buffalo</b> Mr. Daniel Ryan Career Planning & Placement 259 Capen Hall Amherst, NY 14260 Phone - (716) 645-2231 Website: <a href="http://www.hireub.buffalo.edu">www.hireub.buffalo.edu</a>	Y	0
70	<b>University of Pittsburgh at Bradford</b> Mr. Jeff Guterman 300 Campus Drive Bradford, PA 16701 Phone - (814) 362-7587 E-mail: guterman@exchange.upb.pitt.edu	Y	0
71	<b>University of Rochester Career Center</b> Ms. Amber Graham 302 Meliora Hall PO Box 270028 Rochester, NY 14627 Phone - (585) 275-2366 E-mail: recruit@mail.rochester.edu	Y	0

<sup>1</sup> New licensee after March 14, 2008; therefore, WHAM-TV/DT no longer part of a joint TV/Radio SEU. These radio sources were dropped from the recruitment source list. See individual notes.

<sup>2</sup> "Not Entitled" sources dropped from the recruitment source list after contact by mail. See individual notes.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
72	<b>Veterans Outreach Center, Inc.</b> Ms. Nena Silverd 457 South Avenue Rochester, NY 14620 Phone - (585) 546-4250 E-mail: <a href="mailto:vena.silverd@veteransoutreachcenter.org">vena.silverd@veteransoutreachcenter.org</a>	Y	0
73	<b>WE-MO-CO Career &amp; Technical Education Center</b> Ms. Arlene Covella/cc: to Mr. Jack Dennis 3589 Big Ridge Road Spencerport, NY 14559 Phone - (585) 352-2759 E-mail: <a href="mailto:acovella@monroe2boces.org">acovella@monroe2boces.org</a> ; <a href="mailto:jdennis@monroe2boces.org">jdennis@monroe2boces.org</a>	Y	0
74	<sup>1</sup> <b>YWCA</b> Ms. Diane Sass 175 North Clinton Avenue Rochester, NY 14604 Phone - (585) 546-5820 ext. 254 E-mail: <a href="mailto:dsass@ywcarocheester.org">dsass@ywcarocheester.org</a> <b>Note:</b> Source dropped from MRSL 4/21/2008. Originally a radio source that did not respond to a letter sent after the sale asking if they chose to continue receiving job postings.	N	0
75	<b>*MediaLine</b> Mr. Mark Shilstone Box 51909 Pacific Grove, CA 93950 Phone - (800) 237-8073 E-mail: <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> <b>Television Only</b>	Y, for television only	0
76	<b>*Native American Public Telecommunications, Inc.</b> Ms. Becky Fauver PO Box 83111 Lincoln, NE 68510 Phone - (402) 472-3522 E-mail: <a href="mailto:native@unl.edu">native@unl.edu</a> <b>Television only</b>	Y, for television only	0
77	<b>*Project Neutral Zone</b> Ms. Patricia Brunson P.O. Box 19352 Rochester, NY 14619 Phone - (585) 458-3869 E-mail: <a href="mailto:neutralzone@savingsbox.org">neutralzone@savingsbox.org</a> <b>Television only</b> <b>Note:</b> Entitled source changed to not entitled and removed from list 6/10/2008. Email was undeliverable; organization not found through telephone and Internet search.	N	0

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<sup>2</sup> "Not Entitled" sources dropped from the recruitment source list after contact by mail. See individual notes.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
78	<p><b>*/** Radio &amp; Television News Directors Association</b>  Ms. Tara Sheehan  4121 Plank Road #512  Fredericksburg, VA 22407  Phone - (202) 467-5203  E-mail: <a href="mailto:taras@rtnda.org">taras@rtnda.org</a>  <b>Updated contact and address 11/6/2008</b>  <b>Television only for News openings</b></p>	N	0
79	<p><b>*Spots N Dots publication</b>  167 Oakdale Road  Johnson City, NY 13790  Phone - (888) 884-2630  E-mail: <a href="mailto:selltv@aol.com">selltv@aol.com</a>  <b>Television only for Sales openings</b></p>	N	0
80	<p><b>The New York State Broadcasters Association, Inc.</b>  Ms. Sandra Messineo  1805 Western Avenue  Albany, NY 12203  Phone - (518) 456-8888  Website: <a href="http://www.blogger.com">www.blogger.com</a>  <b>EXPANDED NOTICE (AS OF 2/15/2005)</b></p>	Y	0
81	<p><b>*TVJobs.com DBA Broadcast Employment Services</b>  Mr. Mark Holloway  PO Box 4116  Oceanside, CA 92052  Phone - (800) 374-0119  E-mail: <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>  <b>Television only</b></p>	Y, for television only	0
82	<p><sup>1</sup> <b>***AllAccess.com (Radio only)</b>  <b>Note:</b> Originally a radio only source; dropped from MRSL 4/21/2008.</p>	N, for radio only	0
83	<p><b>BEDA (Broadcast Executive Directors Association) and NASBA (National Alliance of State Broadcasters Association)</b>  Website: <a href="http://www.careerpage.org">www.careerpage.org</a></p>	N	0
84	<p><b>Clear Careers (Clear Channel Corporate Job Website)</b>  PO Box 659512, 200 East Basse Road  San Antonio, TX 78209  Phone - (210) 822-2828  Website: <a href="http://clearcareers.com">clearcareers.com</a>  <b>Note:</b> Dropped from MRSL 3/15/2008; no longer the owner of WHAM-TV/DT as of 3/14/2008.</p>	N	0
85	<p><b>**Journalismnext.com (News positions only)</b>  Phone - (703) 739-0408  Website: <a href="http://www.journalismnext.com">www.journalismnext.com</a></p>	N	0

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<sup>2</sup> "Not Entitled" sources dropped from the recruitment source list after contact by mail. See individual notes.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
86	<b>**NABEF - National Association of Broadcasters Education Foundation</b> Karen Hunter, Outreach & Diversity Manager 1771 N Street NW Washington, DC 20036-2891 Phone - (202) 429-5498 Website: <a href="http://broadcastcareerlink.nabef.org/hr">http://broadcastcareerlink.nabef.org/hr</a> (new site eff. 5/15/2008) <b>**Paid listings effective 6/16/2008</b>	N	0
87	<b>**Democrat &amp; Chronicle</b> Classified Ads 55 Exchange Boulevard Rochester, NY 14614 (585) 454-1111 Website: <a href="http://www.democratandchronicle.com">www.democratandchronicle.com</a>	N	0
88	<sup>1</sup> <b>**Online job bank – Website:</b> <b>www.rochester.careersbyemail.com</b> (formerly <a href="http://www.rochestercareerhighway.com">www.rochestercareerhighway.com</a> ) <b>Note:</b> Originally a radio source; dropped from MRSL 4/21/2008.	N	0
89	<sup>1</sup> <b>Clear Channel Rochester Radio Internship Program</b> <b>Note:</b> Dropped from MRSL 3/15/2008. TV station no longer in joint SEU with Clear Channel Rochester Radio as of 3/14/2008.	N	0
90	<b>Internal Employee Promotion</b>	N	3
91	<b>Employee Referral</b>	N	4
92	<b>Employee Transfer</b>	N	0
93	<b>Internal Posting</b>	N	2
94	<b>Job Fair</b> (see details in recruitment initiative documents)	N	0
95	<b>**VarietyCareers.com</b> Website: <a href="http://www.VarietyCareers.com">www.VarietyCareers.com</a> (Reed Business Information paid online postings, which includes Broadcasting & Cable, Multichannel News, and Variety)	N	0
96	<b>On-Air Announcements</b>	N	0
97	<b>Other</b> - (i.e. Non-employee referral, other media contacts, or clients or business associates)	N	8
98	<b>RochesterWorks! Career Center</b> Ms. Rosa Smith-Montanaro 255 North Goodman Street Rochester, NY 14604 Phone - (585) 258-3513 E-mail: <a href="mailto:rsmontanaro@rochesterworks.org">rsmontanaro@rochesterworks.org</a> <b>Updated contact 10/15/2008</b>	N	1
99	<sup>1</sup> <b>** Website: RochesterHelpWanted.com</b> <b>Note:</b> Originally a radio source; dropped from MRSL 4/21/2008.	N	0
100	<b>Station Websites</b> Website: <a href="http://www.13wham.com">www.13wham.com</a>	N	7

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<sup>2</sup> “Not Entitled” sources dropped from the recruitment source list after contact by mail. See individual notes.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
101	<p><b>*KVR News (University of Texas)</b>  Ms. Crystal Hall  2500 Whitis Court, PO Box D  Austin, TX 78750  Phone - (512) 471-7899  E-mail: cvhall@mail.utexas.edu  <b>Television only</b>  <b>EXPANDED NOTICE (EFFECTIVE 4/7/2005)</b></p>	Y, for television only	0
102	<p><sup>1</sup> <b>***Goods Entertainment</b>  Mr. Adam Goodman  PO Box 1266  Weston, CT 68883  Phone - (203) 341-0111  <b>(Radio Programming Positions – On-Air, Production, Promotions, Programming Staff, Morning Show Staff, etc. ONLY)</b>  <b>Note:</b> Originally a radio-only Entitled source effective 2/15/2005. Changed to Not Entitled and dropped from MRSL 4/21/2008. Source did not respond to a letter sent after the sale asking if they chose to continue receiving job postings.</p>	N, as of 4/21/2008 (radio source only)	0
103	<p><b>*TVB</b>  Ms. Hope Etheridge  3 East 54th Street, 10<sup>th</sup> Floor  New York, NY 10022-3108  Phone – (212) 486-1111  E-mail: hope@tvb.org  <b>TV Sales, Traffic, Marketing positions ONLY</b>  <b>EXPANDED NOTICE (EFFECTIVE 4/7/2005)</b></p>	N	0
104	<p><b>Alfred University</b>  Dr. Robyn Goodman  Associate Professor  Communications Studies  Career Development Center  Saxon Drive  Alfred, NY 14802  Phone - (607) 871-2164  E-mail: <a href="mailto:fgoodman@alfred.edu">fgoodman@alfred.edu</a>;  cc: to Mark McFadden @ <a href="mailto:cdc@alfred.edu">cdc@alfred.edu</a> (added 4/29/2008)  <b>EXPANDED NOTICE (EFFECTIVE 11/17/2005)</b></p>	Y	0
105	<p><sup>1</sup> <b>National Association of Youth Service Consultants</b>  Sarah Maxwell  101 North 7<sup>th</sup> Street #250  Phoeni, AZ 85034  Phone: (602) 312-7435  Website: <a href="http://www.naysc.org/wf_jobbank.php?action=SHOWADDJOB">www.naysc.org/wf_jobbank.php?action=SHOWADDJOB</a>  <b>Note:</b> Originally a radio source Entitled effective 9/22/2005. Changed to Not Entitled and dropped from MRSL 5/5/2008. Source did not respond to a letter sent after the sale asking if they chose to continue receiving job postings.</p>	N, as of 5/5/2008	0

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<sup>2</sup> “Not Entitled” sources dropped from the recruitment source list after contact by mail. See individual notes.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
106	<sup>1</sup> ** Website: <b>TheJobWire.com</b> (paid listings) <u>Note:</u> Originally a radio source; dropped from MRSL 4/21/2008.	N	0
107	<b>*Michaels Media (For: Collective Talent)</b> Mr. Mike Von Ende 1721 Richardson Place Tampa, FL 33606 Tel: (248) 737-2572 Website: www.collectivetalent.com <b>TV on-air positions only</b> <b>EXPANDED NOTICE (EFFECTIVE 4/18/2006)</b>	Y, for television On-air only	0
108	<b>Howard University</b> Ms. Carol Y. Dudley 525 Bryant Street NW, Suite C-107 Washington, DC 20059 Phone - (202) 806-5806 E-mail: cdudley@howard.edu <b>EXPANDED AND ENTITLED (EFFECTIVE 6/13/2006)</b>	Y	0
109	<sup>1</sup> ** <b>Frontier Communications</b> Ms. Sheila O'Leary 180 South Clinton Avenue Rochester, NY 14646 Phone – (585) 777-1000 <u>Note:</u> Source dropped from MRSL 4/21/2008. Originally a radio source that did not respond to a letter sent after the sale asking if they chose to continue receiving job postings.	N	0
110	<sup>1</sup> ** Website: <b>Jobs Weekly, Inc.</b> Western New York Jobs Magazine www.wnyjobs.com 31 Buffalo Street Hamburg, NY 14075 Phone – (716) 648-5627 <u>Note:</u> Originally a radio source; dropped from MRSL 4/21/2008.	N	0
111	<b>*TV News Gigs</b> Ms. Stacey Chaloux 1012 SE Country Lane Lee's Summit, MO 64063 Phone - (816) 392-4341 E-mail: info@tvnewsgigs.com <b>EXPANDED AND ENTITLED (EFFECTIVE 2/5/2007)</b> <b>(TV NEWS TALENT ONLY)</b> <u>Note*:</u> Per Stacey's request 10/20/2008, removed from MRSL (no longer in business).	N*	0

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<sup>2</sup> "Not Entitled" sources dropped from the recruitment source list after contact by mail. See individual notes.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
112	<b>Unity Health Action Toward Employment Program</b> Ms. Margaret Lewis 46 Prince Street, Third Floor Rochester, NY 14607 Phone - (585) 368-6605 E-mail: mlewis@unityhealth.org <b>EXPANDED AND ENTITLED (EFFECTIVE 10/17/2007)</b>	Y	0
113	<b>Rochester AudioVisual Association (RAVA)</b> Mr. Paul Tracy 92 Legacy Oak Trail Pittsford, NY 14534 Phone – (585) 586-5862 E-mail: membership@rava.info <b>EXPANDED AND ENTITLED (EFFECTIVE 1/4/2008)</b>	Y	0
114	<sup>1</sup> **/** <b>Monster.com</b> Ms. Erin Murphy Internet Recruitment Consultant 1-800-MONSTER, ext. 2878 Website: <a href="http://www.monster.com">www.monster.com</a> <u>Note:</u> Originally a radio source; dropped from MRSL 4/21/2008.	N	0
115	<sup>1</sup> *** <b>Craigslist.com</b> <u>Note:</u> Originally a radio source; dropped from MRSL 4/21/2008.	N	0
116	<sup>1</sup> *** <b>Indeed.com</b> 470 West Avenue, Suite 2002 Stamford, CT 06902 <u>Note:</u> Originally a radio source; dropped from MRSL 4/21/2008.	N	0
117	<sup>1</sup> **/** <b>Inside Radio Classifieds</b> 365 Union Street Littleton, NH 03561 Phone: (603) 444-5720 <u>Note:</u> A radio only source; dropped from MRSL 4/21/2008.	N	0
118	<sup>1</sup> **/** <b>Daily Messenger</b> 73 Buffalo Street Canandaigua, NY 14424 Phone: (585) 394-0770 <u>Note:</u> Originally a radio source; dropped from MRSL 4/21/2008.	N	0
119	<b>Rochester Institute of Technology</b> Ms. Sharitta F. Gross Office of Cooperative Education & Career Services 57 Lomb Memorial Drive Rochester, NY 14623-5603 E-mail: sfgoce@rit.edu <b>EXPANDED NOTICE (EFFECTIVE 4/3/2008)</b>	Y, as of 4/3/2008	0

<sup>1</sup> New licensee after March 14, 2008; therefore, WHAM-TV/DT no longer part of a joint TV/Radio SEU. These radio sources were dropped from the recruitment source list. See individual notes.

<sup>2</sup> “Not Entitled” sources dropped from the recruitment source list after contact by mail. See individual notes.

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
120	<b>Corporate Referral – Newport Television LLC*</b> 460 Nicholas Road, Suite 250 Kansas City, MO 64112 Phone: (816) 751-0200 * <b>Note:</b> The owner of WHAM-TV/DT effective 3/14/2008. This was a referral for one open position. Newport corporate office has not requested to receive job postings.	N	1
<b>TOTAL INTERVIEWEES:</b>			<b>28</b>

\* WHAM-TV (Television Sources Only)

\*\* Paid listings

\*\*\* Clear Channel Radio (WHAM-AM, WHTK-AM, WCRR-FM, WDVI-FM, WFXF-FM, WKGS-FM, and WVOR-FM) Sources Only

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<sup>2</sup> “Not Entitled” sources dropped from the recruitment source list after contact by mail. See individual notes.

# WHAM-TV/DT

## EEO PUBLIC FILE REPORT March 15, 2008-January 31, 2009<sup>1</sup>

### III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Internet Programs Designed to Promote Outreach Generally	Job vacancies are posted on the New York State Department of Labor's website ( <a href="http://www.labor.state.ny.us">www.labor.state.ny.us</a> ), which posts to America's Job Bank ( <a href="http://www.ajb.org">www.ajb.org</a> ), The University at Buffalo ( <a href="http://www.hireub.buffalo.edu">www.hireub.buffalo.edu</a> ), New School University ( <a href="http://www.collegecentral.com/newschool">www.collegecentral.com/newschool</a> ), Alfred University ( <a href="http://www.alfredstate.edu">www.alfredstate.edu</a> ), Keuka College ( <a href="http://www.myinterfase.com/keuka/employer">www.myinterfase.com/keuka/employer</a> ), Monroe Community College ( <a href="http://www.monroecc.edu">www.monroecc.edu</a> ), SUNY Fredonia ( <a href="http://www.fredonia.edu/cdo">www.fredonia.edu/cdo</a> ), and SUNY Geneseo ( <a href="http://co.geneseo.edu/">http://co.geneseo.edu/</a> ). Those sources provide extensive job-hunting advice and background information in addition to individual job listings.
2	Listed upper-level category job opening with job banks	Listed each upper-level category opening in the following job banks of media groups whose membership includes substantial participation of women and minorities:  NYSBA (New York State Broadcasters Association), BEDA (Broadcast Executive Directors Association), NASBA (National Alliance of State Broadcasters Association), CCNMA-California Chicano News Media Association, National Association of Black College Broadcasters, National Association of Hispanic Journalists, National Hispanic Media Coalition, National Lesbian and Gay Journalists Association, and the New York State Department of Labor.
3	WHAM-TV Internship Program	WHAM-TV gives students interested in broadcasting careers the opportunity to gain real-life experience through unpaid internships for academic credit. Station employees involved in mentoring the students included Executive Producer, Chief Meteorologist, Sports Reporter, and Promotion Director.  <u>Spring 2008</u> : From March 15, 2008 to May 31, 2008, WHAM-TV hosted nine interns; eight in the news department from Monroe Community College (one intern), SUNY Geneseo (one intern), SUNY Brockport (two interns), Syracuse University (two interns), Quinnipiac University (one intern), and SUNY Oswego (one intern), and one intern in the promotion department from Mercyhurst College.  <u>Summer 2008</u> : From June 1, 2008 to August 31, 2008, WHAM-TV hosted 10 interns - one intern in the promotion department from Mercyhurst College, and nine interns in news from Quinnipiac University (one intern), SUNY Oswego (one intern), Syracuse University (one intern), Finger Lakes Community College (one intern), SUNY Brockport (three interns), SUNY Geneseo (one intern), and Monroe Community College (one intern).  <u>Fall/Winter 2008</u> : From September 1, 2008-January 31, 2009, WHAM-TV hosted seven interns in the news department from SUNY Brockport (two interns), SUNY Geneseo (one intern), Syracuse University (one intern),

<sup>1</sup> New licensee after March 14, 2008; therefore, WHAM-TV/DT no longer part of a joint TV/Radio SEU.

		University of Buffalo (one intern), SUNY Oswego (one intern), and Monroe Community College (one intern).
4	Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting (Job Shadow Work Experience Program)	<p>WHAM-TV participates in the Job Shadow Experience Program. As part of this job shadow work experience program:</p> <ul style="list-style-type: none"> <li>a) On March 25, 2008, the station hosted one student from Byron-Bergen High School in its news/weather department mentored by the Chief Meteorologist.</li> <li>b) From May 9, 2008-June 6, 2008, the station hosted one student from Allendale Columbia High School in its news department mentored by the Executive Producer.</li> <li>c) On May 22, 2008, the station hosted one student from Rush Henrietta Senior High School in its news department mentored by the Executive Producer.</li> <li>d) On June 10, 2008, the station hosted one student from SUNY Brockport in its news department mentored by the Executive Producer.</li> <li>e) On June 13, 2008, the station hosted one student from Rush Henrietta Senior High School in its news department mentored by the Executive Producer.</li> <li>f) On August 12, 2008, the station hosted one student from The New School of Radio and Television, Albany, NY, in its news department mentored by the Executive Producer.</li> <li>g) On September 30, 2008, the station hosted one student from Bloomfield High School in its news department mentored by the Executive Producer.</li> <li>h) On November 4, 2008, the station hosted a former intern from Monroe Community College in its news department mentored by the Executive Producer. The student wanted experience in working behind-the-scenes on Election Night.</li> <li>i) On November 11, 2008, the station hosted one student from Rush-Henrietta Senior High School in its news department mentored by the Executive Producer.</li> <li>j) On November 26, 2008, the station hosted one student from Pittsford-Mendon High School in its news department mentored by the Executive Producer.</li> <li>k) On December 12, 2008, the station hosted one student from Honeoye Falls-Lima High School in its news department mentored by the Assignment Manager.</li> </ul>
5	Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	<ul style="list-style-type: none"> <li>a) The 13WHAM News Director spoke to a Communications/Visual Studies class at the Rochester Institute of Technology on Monday, March 17, 2008, on careers in television.</li> <li>b) 13WHAM News Reporter spoke at the Rochester City School District's Young Mothers and Interim Health Academy on Thursday, April 3, 2008, on careers in television.</li> </ul>

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		<p>c) 13WHAM News Reporter spoke at a career day event for Monroe Community College (MCC) and St. John Fisher College journalism students held at MCC on Tuesday, April 8, 2008, on careers in television.</p> <p>d) WHAM-TV Account Executive spoke to a Broadcast Sales Class at SUNY Oswego on Friday, April 11, 2008, on careers in sales.</p> <p>e) WHAM-TV Internet Sales Manager/Account Executive spoke to a Communications 101 class at MCC (Monroe Community College) on Wednesday, April 30, 2008, on careers in sales.</p> <p>f) WHAM-TV Account Executive and 13WHAM News Anchor spoke at a career day seminar for students at Our Lady of Mercy High School on Wednesday, April 30, 2008, on careers in broadcasting sales and television news.</p> <p>g) 13WHAM Director of Digital Media spoke to an Electronic Publishing class at SUNY Geneseo on Friday, September 19, 2008. Topics addressed included the responsibilities of online editors, how online content differs from TV content, the differences in the online audience versus other audiences, and the future of electronic publishing and its relationship to offline media.</p> <p>h) 13WHAM News Director and the Director of Digital Media spoke to a class at the Rochester Institute of Technology on Tuesday, October 21, 2008, on newsgathering and reporting in the digital age.</p> <p>i) 13WHAM Sports Anchor/Reporter spoke to a student from the Rochester School for the Deaf on Tuesday, October 28, 2008, about careers in broadcasting and journalism.</p> <p>j) 13WHAM Reporter spoke to the Fundamentals of Radio and Television CMC 242 class at SUNY Brockport on Tuesday, November 4, 2008.</p> <p>k) WHAM-TV Account Executive spoke to a communications class at Monroe Community College on Wednesday, December 3, 2008, on careers in broadcast sales.</p>
6	Participate in Program Sponsored by Organization Relating to Career Opportunities in Broadcasting	13WHAM Reporter spoke to a group of high-school students at a career fair sponsored by the Urban League of Rochester on Friday, December 12, 2008.
7	Participate in Job Fair	WHAM-TV participated in the New York State Broadcasters Association online "Broadcasters Career Fair" March 17-March 30, 2008. During the online job fair, vacancies were posted in its booth on the New York State Broadcasters website and individuals interested in broadcast careers had the opportunity to post resumes and apply for these positions. The event was promoted on air and on the station website linking to the New York State Broadcasters career fair website.
8	Internship Program - The New York State Broadcasters Association	WHAM-TV participated in the internship program sponsored by the New York State Broadcasters Association. The news department hosted one intern from Ithaca College for ten weeks May through August 2008. The Community Affairs Director and Executive Producer mentored the student.

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