

# WHAM-TV

## EEO PUBLIC FILE REPORT February 1, 2009 - January 31, 2010

### 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>Engineering Maintenance Technician</b>	1-5, 7-61, 64-66, 71, 73, 78-80, 82, 84-87	71
<b>General Assignment Reporter</b>	1-61, 64-66, 73, 78-80, 82-88	65
<b>Graphic Artist</b>	1-61, 64-66, 71, 73, 78-80, 82, 84-88	71

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## EEO PUBLIC FILE REPORT FEBRUARY 1, 2009 – JANUARY 31, 2010

### 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 ext. 4207 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>	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: lrickel@broadcastimage.com <b>News and Promotion positions only</b>	N	0

7	<b>Broome Community College</b> Mr. Larry Truillo PO Box 1017, SS210 Binghamton, NY 13902 Phone: (607) 778-5207 E-mail: <a href="mailto:truillo_l@sunybroome.edu">truillo_l@sunybroome.edu</a>	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	<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
11	<b>Career Systems Development Corp.</b> Ms. Carla M. Van Demark 96 College Avenue, Second Floor Rochester, NY 14607 Phone: (585) 544-9070 E-mail: <a href="mailto:cvandemark@careersystems.com">cvandemark@careersystems.com</a> <b>Revised address 9/16/2009</b>	N	0
12	<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: <a href="mailto:rochesterjobclub@hotmail.com">rochesterjobclub@hotmail.com</a>	N	0
13	<b>Connecticut School of Broadcasting</b> Mr. Martin Herstein 377 Route 17 South, Suite 410 Hasbrouck Heights, NJ 07604 Phone: (201) 288-7900 E-mail: <a href="mailto:mherstein@gocsb.com">mherstein@gocsb.com</a> <b>Revised contact 8/4/2009 (previous contact was Janet Hutsebaut at <a href="mailto:jhutsebaut@gocsb.com">jhutsebaut@gocsb.com</a>).</b>	Y	0
14	<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 As requested, job postings sent by mail.	Y	0

15	<b>Erie Community College</b> Ms. Laurie L. Barszcz Career Services 121 Ellicott Street Buffalo, NY 14203 Phone: (716) 851-1183 E-mail: <a href="mailto:barszcz@ecc.edu">barszcz@ecc.edu</a> <b>Revised contact and e-mail address 9/17/2009 (previous contact was Cheryl Wailand at <a href="mailto:crc@ecc.edu">crc@ecc.edu</a>).</b>	Y	0
16	<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: <a href="mailto:petrucce@flcc.edu">petrucce@flcc.edu</a> <b>As requested, changed from mail delivery of job postings to e-mail delivery 4/2/2009.</b>	N	0
17	<b>Finger Lakes Works-Wayne</b> Ms. Jodie Daniels 1519 Nye Road Lyons, NY 14489 Phone: (315) 946-7710 E-mail: <a href="mailto:jdaniels@co.wayne.ny.us">jdaniels@co.wayne.ny.us</a>	Y	0
18	<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>	N	0
19	<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>	N	0
20	<b>Howard University</b> Ms. Kim Wells 525 Bryant Street NW Washington, DC 20059 Phone: (202) 806-7513 As requested, job postings sent by mail.	Y	0
21	<b>Ibero-American Action League, Inc.</b> Ms. Elizabeth Robinson 911 East Main Street Rochester, NY 14605 Phone: (585) 454-1430 ext. 246 E-mail: <a href="mailto:elizabeth.robinson@iaal.org">elizabeth.robinson@iaal.org</a>	Y	0
22	<b>Ithaca College</b> Mr. Wenmouth Williams, Jr. Roy H. Park School of Communications Ithaca, NY 14850-7253 Phone: (607) 274-3331 As requested, job postings sent by mail.	Y	0

23	<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
24	<b>Lifespan Employment Services</b> Ms. Virginia S. Clark 1900 South Clinton Avenue Rochester, NY 14618 Phone: (585) 244-8400 ext. 127 E-mail: <a href="mailto:vclark@lifespan-roch.org">vclark@lifespan-roch.org</a> <b>Revised contact and e-mail 9/15/2009 (previous contact was Bhagwan Gaur at <a href="mailto:bkgaur@lifespan-roch.org">bkgaur@lifespan-roch.org</a>).</b>	N	0
25	<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/go/employers">http://www.monroecc.edu/go/employers</a> <b>Revised website address 8/5/2009</b>	Y	0
26	<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>	Y	0
27	<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>	Y	0
28	<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>	Y	0
29	<b>National Hispanic Media Coalition</b> Mr. Alex Nogales 55 South Grand Avenue Pasadena, CA 91105-1602 Phone: (626) 792-6462 As requested, job postings sent by mail.	Y	0
30	<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: <a href="mailto:info@nlgja.org">info@nlgja.org</a>	Y	0

31	<p><b>Native American Cultural Center, Inc.</b>  Mr. Wade Oliver  121 North Fitzhugh Street  Rochester, NY 14614-1214  Phone: (585) 442-1100  E-mail: <a href="mailto:netroc@frontiernet.net">netroc@frontiernet.net</a></p>	Y	0
32	<p><b>Nazareth College</b>  Mr. Michael D. Kahl  Career Services  4245 East Avenue  Rochester, NY 14618-3790  Phone: (585) 389-2890  E-mail: <a href="mailto:mkahl6@naz.edu">mkahl6@naz.edu</a></p>	N	0
33	<p><b>The New School (New School University)</b>  Ms. Anna Ogier-Bloomer  79 Fifth Avenue, 5<sup>th</sup> Floor  New York, NY 10003  Phone: (212) 229-1324  Website: <a href="http://www.collegecentral.com/newschool">www.collegecentral.com/newschool</a>  <b>Revised address 9/17/2009</b></p>	Y	0
34	<p><b>New York State Department of Labor Job Bank Unit</b>  Ms. Karen Blankenberg  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>New York State Department of Labor</b>  Ms. Mary Lynne Turner  130 West Main Street  Rochester, NY 14614  Phone: (585) 258-8853  E-mail: <a href="mailto:rochesterjobbank@labor.state.ny.us">rochesterjobbank@labor.state.ny.us</a>  <b>Combined 2/1/2009 – same e-mail address.</b>  <b>Revised first contact 9/16/2009 (replacing Darlene Kiel).</b>  <b>Removed Mary Lynne Turner 9/23/2009; she no longer works for the job bank.</b></p>	Y	0
35	<p><b>SUNY Onondaga Community College</b>  Ms. Michele Carey  4585 West Seneca Turnpike  Syracuse, NY 13215-4585  Phone: (315) 498-2109  Website: <a href="https://www.myinterfase.com/sunyocc/employer/">https://www.myinterfase.com/sunyocc/employer/</a></p>	N	0
36	<p><b>Plattsburgh State University</b>  Ms. Maureen Lavigne  Kehoe 202  101 Broad Street  Plattsburgh, NY 12901  Phone: (518) 564-2071  As requested, job postings sent by mail.</p>	Y	0
37	<p><b>PRSA C/O St. Joseph's Villa</b>  <b>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></p>	Y	0

38	<p><b>Puerto Rican Youth Development &amp; Resource Center</b>  Ms. Aida Veras, Vice President  30 Hart Street  Rochester, NY 14605-1100  Phone: (585) 325-3570  As requested, job postings sent by mail.  <b>Revised contact and address 11/16/2009 (previous contact was Mildred Vazquez at 997 North Clinton Avenue, Rochester, NY 14621).</b></p>	N	0
39	<p><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: jahseo@rit.edu</p>	N	0
40	<p><b>Roberts Wesleyan College</b>  Ms. Mary Flaherty  2301 Westside Drive  Rochester, NY 14624  Phone: (585) 594-6540  E-mail: flahertym@roberts.edu</p>	N	0
41	<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
42	<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
43	<p><b>Spanish Action Coalition</b>  Mr. Carlos Santana  821 North Clinton Avenue #3  Rochester, NY 14605-1103  Phone: (585) 232-4050  As requested, job postings sent by mail.</p>	Y	0
44	<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

45	<p><b>University of Buffalo (SUNY Buffalo)</b>  Ms. Judith C. Applebaum  259 Capen Hall  Amherst, NY 14260-1635  Phone: (716) 645-2231  Website: <a href="http://www.hireub.buffalo.edu">www.hireub.buffalo.edu</a></p> <p><b>University of Buffalo</b>  Mr. Daniel Ryan  Director, Career Planning &amp; Placement  259 Capen Hall  Amherst, NY 14260-1635  Phone: (716) 645-2232 ext. 119  Website: <a href="http://www.hireub.buffalo.edu">www.hireub.buffalo.edu</a></p> <p><b>Combined 2/1/2009; post jobs to the same website address.</b></p>	Y	0
46	<p><b>SUNY College at Brockport</b>  Ms. Helen Wunderlich  350 New Campus Drive  Brockport, NY 14420  Phone: (585) 395-2392  E-mail: <a href="mailto:jobs@brockport.edu">jobs@brockport.edu</a></p>	Y	0
47	<p><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></p>	Y	0
48	<p><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></p> <p><b>Note: When there are problems posting to “Quest” website, send to e-mail address: <a href="mailto:careers@fredonia.edu">careers@fredonia.edu</a>.</b></p>	Y	0
49	<p><b>SUNY Geneseo</b>  Ms. Andrea DiGiorgio  Blake A104  1 College Circle  Geneseo, NY 14454  Phone: (585) 245-5734  Website: <a href="https://www.myinterfase.com/geneseo/employer">https://www.myinterfase.com/geneseo/employer</a></p> <p><b>Revised website address 8/26/2009</b></p>	Y	0
50	<p><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></p>	Y	0

51	<p><b>SUNY REOC (Rochester Educational Opportunity Center)</b>  Ms. Sheryl L. Gonzalez  305 Andrews Street  Rochester, NY 14604  Phone: (585) 232-2730 ext. 273  E-mail: <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>ENTITLED EFFECTIVE 2/10/2005</b>  <b>Per e-mail from Sheryl Gonzalez, removed Patricia Beaudrie from MRSLS 10/13/2009.</b></p>	Y	0
52	<p><b>Syracuse University</b>  Ms. C. Halpin  Career Services  303 University Place, Suite 235  Syracuse, NY 13244-2070  Phone: (315) 443-9093  E-mail: <a href="mailto:careers@syr.edu">careers@syr.edu</a></p>	N	0
53	<p><b>TalentTrainers</b>  Ms. Shirley Brice  443 North Snowmass Circle  Superior, CO 80027  Phone: (303) 997-9164  E-mail: <a href="mailto:brice@talenttrainers.com">brice@talenttrainers.com</a>  <b>Updated address 9/22/2009</b></p>	Y	0
54	<p><b>The Leadership Institute</b>  Ms. Meghann Parlett  1101 North Highland Street  Arlington, VA 22201-2854  Phone: (703) 647-3301  E-mail: <a href="mailto:mparlett@limail.us">mparlett@limail.us</a>  <b>Revised contact 9/18/2009 (previous contact was Jim Cromwell at <a href="mailto:jcromwell@limail.us">jcromwell@limail.us</a>).</b></p>	Y	0
55	<p><b>The Urban League of Rochester</b>  Mr. Kimio Ramadhan  265 North Clinton Avenue  Rochester, NY 14605  Phone: (585) 325-6530 ext. 3013  E-mail: <a href="mailto:kramadhan@ulr.org">kramadhan@ulr.org</a>  <b>Revised contact 9/16/2009 (previous contact was Monet Evans at <a href="mailto:mevans@ulr.org">mevans@ulr.org</a>).</b></p>	Y	0
56	<p><b>University of Pittsburgh at Bradford</b>  Mr. Jeff Guterman  300 Campus Drive  Bradford, PA 16701  Phone: (814) 362-7587  E-mail: <a href="mailto:guterman@exchange.upb.pitt.edu">guterman@exchange.upb.pitt.edu</a></p>	Y	0
57	<p><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: <a href="mailto:recruit@mail.rochester.edu">recruit@mail.rochester.edu</a></p>	Y	0

58	<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
59	<b>WE-MO-CO Career &amp; Technical Education Center</b> Ms. Arlene Covella/cc: Ms. Jeanine Gallina 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:jgallina@monroe2boces.org">jgallina@monroe2boces.org</a> <b>Revised second contact 9/16/2009 (previous contact was Jack Dennis at <a href="mailto:jdennis@monroe2boces.org">jdennis@monroe2boces.org</a>).</b>	Y	0
60	<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>	Y	0
61	<b>Native American Public Telecommunications, Inc.</b> Ms. Becky Fauver 1800 No 33 Street Lincoln, NE 68503 Phone: (402) 472-3522 E-mail: <a href="mailto:native@unl.edu">native@unl.edu</a> <b>Revised address 9/22/2009</b>	Y	0
62	<b>*RTDNA-Radio Television Digital Association</b> Ms. Tara Sheehan 4121 Plank Road #512 Fredericksburg, VA 22407 Phone: (202) 834-1270 Website: <a href="http://www.rtdna.org">www.rtdna.org</a> <b>*New name effective 11/3/2009 (formerly RTNDA)</b> <b>News openings only (Paid listings if not current paid membership)</b>	N	0
63	<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>Sales openings only</b>	N	0
64	<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>ENTITLED EFFECTIVE 2/15/2005</b>	Y	0
65	<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>	Y	1

66	<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>	N	0
67	<b>*Journalismnext.com (Paid listings-News openings only)</b> Phone: (703) 739-0408 Website: <a href="http://www.journalismnext.com">www.journalismnext.com</a>	N	0
68	<b>*NABEF - National Association of Broadcasters Education Foundation (Paid listings)</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>	N	0
69	<b>*Democrat &amp; Chronicle (Paid listings)</b> Classified Ads 55 Exchange Boulevard Rochester, NY 14614 Phone: (585) 454-1111 Website: <a href="http://www.democratandchronicle.com">www.democratandchronicle.com</a>	N	0
70	<b>Internal Employee Promotion</b>	N	0
71	<b>Employee Referral</b>	N	4
72	<b>Employee Transfer</b>	N	0
73	<b>Internal Posting</b>	N	0
74	<b>Job Fair</b> (see details in recruitment initiative documents if applicable)	N	0
75	<b>*VarietyCareers.com (Paid listings)</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
76	<b>On-Air Announcements</b>	N	0
77	<b>Other</b> - (i.e. Non-employee referral, other media contacts, or clients or business associates)	N	0
78	<b>RochesterWorks, Inc.</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>	N	0
79	<b>Station Website</b> Ms. Sue Gray WHAM-TV 4225 West Henrietta Road Rochester, NY 14623-5225 Phone: (585) 321-2208 Website: <a href="http://www.13wham.com">www.13wham.com</a>	N	1
80	<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: <a href="mailto:cvhall@mail.utexas.edu">cvhall@mail.utexas.edu</a> <b>ENTITLED EFFECTIVE 4/7/2005</b>	Y	0

81	<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>Sales, Traffic, Marketing positions only</b>  <b>ENTITLED EFFECTIVE 4/7/2005</b></p>	N	0
82	<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: Mark McFadden @ <a href="mailto:cdc@alfred.edu">cdc@alfred.edu</a> (added 4/29/2008)  <b>ENTITLED EFFECTIVE 11/17/2005</b></p>	Y	0
83	<p><b>Michaels Media (For: Collective Talent)</b>  Mr. Mike Von Ende  1721 Richardson Place  Tampa, FL 33606  Phone: (248) 737-2572  Website: www.collectivetalent.com  <b>ENTITLED EFFECTIVE 4/18/2006 FOR NEWS ON-AIR POSITIONS ONLY</b></p>	Y, News on-air only	0
84	<p><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>ENTITLED EFFECTIVE 6/13/2006</b></p>	Y	0
85	<p><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>ENTITLED EFFECTIVE 10/17/2007</b></p>	Y	0
86	<p><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>ENTITLED EFFECTIVE 1/4/2008</b></p>	Y	0
87	<p><b>Rochester Institute of Technology</b>  Ms. Sharitta F. Gross  Office of Cooperative Education &amp; Career Services  57 Lomb Memorial Drive  Rochester, NY 14623-5603  Phone: (585) 475-7823  E-mail: sfgoce@rit.edu  <b>ENTITLED EFFECTIVE 4/3/2008</b></p>	Y	0

88	<b>Newport Television LLC (owner)</b> Ms. Kyelene Fleming, PHR 460 Nichols Road, Suite 250 Kansas City, MO 64112 Phone: (816) 751-0200 E-mail: <a href="mailto:newporthr@newporttv.com">newporthr@newporttv.com</a> <b>Note: "Careers" section added to Newport Television website as of 6/9/2009.</b>	N	0
89	<b>*Rick Gevers &amp; Associates (Paid listings-News openings only)</b> Mr. Rick Gevers PO Box 577 Zionsville, IN 46077 Phone: (317) 769-7900 E-mail: <a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a> <b>EFFECTIVE 11/3/2009</b>	N (Eff. 11/3/2009)	0
<b>TOTAL INTERVIEWEES:</b>			6

\* *Paid listings*

# WHAM-TV

## EEO PUBLIC FILE REPORT February 1, 2009-January 31, 2010

### III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Internet Programs Designed to Promote Outreach Generally	<p>Job vacancies are posted on the New York State Department of Labor's Job Bank website (<a href="http://www.RochesterJobBank@labor.state.ny.us">www.RochesterJobBank@labor.state.ny.us</a>), which posts to America's Job Exchange (<a href="http://www.americasjobexchange.com/ny">www.americasjobexchange.com/ny</a>); The University at Buffalo (<a href="http://www.hireub.buffalo.edu">www.hireub.buffalo.edu</a>); The New School (<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/go/employers">http://www.monroecc.edu/go/employers</a>); SUNY Fredonia (<a href="http://www.fredonia.edu/cdo">www.fredonia.edu/cdo</a>); and SUNY Geneseo (<a href="https://www.myinterfase.com/geneseo/employer">https://www.myinterfase.com/geneseo/employer</a>). These sources provide extensive job-hunting advice and background information in addition to individual job listings.</p>
2	Listed upper-level category job opening with job banks	<p>Listed each upper-level category opening in the following job banks of media groups whose membership includes substantial participation of women and minorities:</p> <p>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, the New York State Department of Labor, and RTDNA (Radio Television Digital News Association).</p>
3	Internship Program	<p>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 the Executive Producer, Chief Meteorologist, Sports Anchor/Reporter, and the Marketing Director.</p> <p><u>Spring 2009:</u> From February 1, 2009 to May 31, 2009, WHAM-TV hosted a total of 16 interns - 15 interns in the news department and one intern in the sales department from: SUNY Oswego (two interns in news and one intern in news/weather), Iowa State University (one intern in news/weather), Monroe Community College (one intern), St. John Fisher College (two interns in news/sports), SUNY Brockport (two interns in news/sports, one in news, and one in sales), Mt. Morris Central School (one intern), Syracuse University (one intern), Hampton University (one intern), Hobart William Smith (one intern), and Niagara University (one intern).</p> <p><u>Summer 2009:</u> From June 1, 2009 to August 31, 2009, WHAM-TV hosted a total of 15 interns - 14 interns in the news department and one intern in the sales department from: SUNY Oswego (one intern in news and one intern in</p>

		<p>news/weather), Iowa State University (one intern in news/weather), SUNY Brockport (two interns in news/sports, one in news, and one in sales), Mt. Morris Central School (one intern), Syracuse University (one intern), Hampton University (one intern), Hobart William Smith (one intern), Niagara University (one intern), St. John Fisher College (one intern), SUNY Fredonia (one intern), and Virginia Commonwealth University (one intern).</p> <p><u>Fall/Winter 2009</u>: From September 1, 2009-January 31, 2010, WHAM-TV hosted four interns in the news department from SUNY Brockport (one intern), Monroe Community College (one intern), Hobart &amp; William Smith Colleges (one intern), and SUNY Empire State College (one intern).</p>
4	<p>Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting (Job Shadow Work Experience Program)</p>	<p>WHAM-TV participates in the Job Shadow Work Experience Program. As part of this program:</p> <ul style="list-style-type: none"> <li>a) On February 23, 2009, the news/weather department hosted one student from Dansville High School mentored by the Chief Meteorologist.</li> <li>b) On March 24, 2009, the news/weather department hosted one student from Rush-Henrietta Senior High School mentored by the Chief Meteorologist.</li> <li>c) On July 21, 2009, the news department hosted one student from Gates-Chili High School mentored by a 13WHAM News anchor.</li> <li>d) On November 24, 2009, the production department hosted one student from Ithaca College mentored by the production manager and production director.</li> <li>e) On December 15, 2009, the production department hosted one student from York Central School mentored by the production manager and production director.</li> </ul>
5	<p>Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting</p>	<ul style="list-style-type: none"> <li>a) 13WHAM Meteorologist participated in a career fair held at Greece Athena High School on February 24, 2009, and presented information on careers in broadcasting.</li> <li>b) 13WHAM News Director and the Executive Producer spoke to high school students at Nazareth Academy High School on February 25, 2009, about television journalism and recommended education preparation for students interested in pursuing a career in journalism.</li> <li>c) 13WHAM News Reporter spoke in two media writing classes at SUNY Geneseo on October 28, 2009, about careers in journalism and the ramifications of social media.</li> <li>d) 13WHAM News Director spoke to a senior seminar class at St. John Fisher College on November 18, 2009, on making the move from college into the real world, with an emphasis on how to land that first entry level job.</li> <li>e) WHAM-TV Internet Sales Manager/Account Executive spoke to a Communications 101 class at MCC (Monroe Community College) on December 2, 2009, on careers in sales.</li> <li>f) 13WHAM Chief Meteorologist participated in a career day at Minerva Deland High School in Fairport on December 7, 2009, and spoke to</li> </ul>

		<p>students on careers in broadcasting, specifically meteorology.</p> <p>g) WHAM-TV Sales Manager spoke to a Communications class at MCC (Monroe Community College) on December 15, 2009, on careers in broadcasting sales.</p>
<p><b>6.</b></p>	<p>Participate in Programs Sponsored by Organization(s) Relating to Career Opportunities in Broadcasting</p>	<p>a) On April 28, 2009, WHAM-TV Sales &amp; Marketing Writer/Producer and the Internet Manager gave a presentation to members of a Boy Scouts of America Explorer post who were interested in finding out more about careers in television advertising and Internet advertising.</p>