

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Engineering Maintenance Technician	1-5, 7-61, 64-66, 71, 73, 78-80, 82, 84-87	71
General Assignment Reporter	1-61, 64-66, 71, 73, 78-80, 82-88	65
Graphic Artist	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	Action For A Better Community Ms. Cynthia Powell 550 East Main Street Rochester, NY 14604 Phone: (585) 325-5116 ext. 4207 E-mail: cpowell@abcinfo.org	Y 0	
2	Ad Council of Rochester Ms. Katelin Ryan 274 North Goodman Street, Suite B269 Rochester, NY 14607-1170 Phone: (585) 442-0200 E-mail: kryan@adcouncilroch.org	N 0	
3	Alfred State College 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	Alfred University Ms. Peggy Broderick Career Development Center Saxon Drive Alfred, NY 14802 Phone: (607) 871-2164 Website: http://alfred-csm.symplicity.com/employers	Y 0	
5	Baden Street Settlement, Inc. Mr. Earl Barnes 152 Baden Street Rochester, NY 14605 Phone: (585) 325-4350 ext. 14 E-mail: ebarnes@badenstreet.org	N 0	
6	Broadcast Image Group Mr. Larry Rickel 7744 Broadway, Suite 100 San Antonio, TX 78209 Phone: (210) 828-6664 E-mail: lricketl@broadcastimage.com News and Promotion positions only	N 0	

7	Broome Community College Mr. Larry Truillo PO Box 1017, SS210 Binghamton, NY 13902 Phone: (607) 778-5207 E-mail: truillo_l@sunybroome.edu	Y	0
8	Bryant & Stratton College Ms. Christine Panek 150 Bellwood Drive Rochester, NY 14606 Phone: (585) 720-0660 ext. 239 E-mail: cdpanek@bryantstratton.edu	N 0	
9	CCNMA: Latino Journalist of California 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: ccnmainfo@cnma.org	N 0	
10	Career Development Services, Inc. Ms. Connie Faull 150 State Street Rochester, NY 14614 Phone: (585) 244-0765 E-mail: cfaull@careerdev.org	Y	0
11	Career Systems Development Corp. Ms. Carla M. Van Demark 96 College Avenue, Second Floor Rochester, NY 14607 Phone: (585) 544-9070 E-mail: cvandemark@careersystems.com Revised address 9/16/2009	N 0	
12	Coventry Job Club Ms. Janet Nordman 2101 Lac De Ville Boulevard, Suite 2 Rochester, NY 14618 Phone: 585-272-3500 ext. 225 E-mail: rochesterjobclub@hotmail.com	N 0	
13	Connecticut School of Broadcasting Mr. Martin Herstein 377 Route 17 South, Suite 410 Hasbrouck Heights, NJ 07604 Phone: (201) 288-7900 E-mail: mherstein@gocsb.com Revised contact 8/4/2009 (previous contact was Janet Hutsebaut at jhutsebaut@gocsb.com).	Y	0
14	Emma L. Bowen Foundation for Minority Interests in Media 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	<p>Erie Community College Ms. Laurie L. Barszcz Career Services 121 Ellicott Street Buffalo, NY 14203 Phone: (716) 851-1183 E-mail: barszcz@ecc.edu Revised contact and e-mail address 9/17/2009 (previous contact was Cheryl Wailand at crc@ecc.edu).</p>	Y 0	
16	<p>Finger Lakes Community College Ms. Catherine Petruccione Career Services 4355 Lake Shore Drive Canandaigua, NY 14424 Phone: (585) 394-3500 ext. 7270 E-mail: petrucce@flcc.edu As requested, changed from mail delivery of job postings to e-mail delivery 4/2/2009.</p>	N 0	
17	<p>Finger Lakes Works-Wayne Ms. Jodie Daniels 1519 Nye Road Lyons, NY 14489 Phone: (315) 946-7710 E-mail: jdaniels@co.wayne.ny.us</p>	Y 0	
18	<p>Genesee Community College Mr. John McGowan Academic Advisement Office One College Road Batavia, NY 14020-9704 Phone: (585) 343-0055 ext. 6383 E-mail: jmmcgowan@genesee.edu</p>	N 0	
19	<p>Hobart and William Smith Colleges 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: cso@hws.edu</p>	N 0	
20	<p>Howard University Ms. Kim Wells 525 Bryant Street NW Washington, DC 20059 Phone: (202) 806-7513 As requested, job postings sent by mail.</p>	Y 0	
21	<p>Ibero-American Action League, Inc. Ms. Elizabeth Robinson 911 East Main Street Rochester, NY 14605 Phone: (585) 454-1430 ext. 246 E-mail: elizabeth.robinson@iaal.org</p>	Y 0	
22	<p>Ithaca College 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.</p>	Y 0	

23	Keuka College Ms. Caryanne Farley Center for Experiential Learning 141 Central Avenue Keuka Park, NY 14478 Phone: (315) 279-5274 Website: https://www.myinterfase.com/keuka/employer	N 0	
24	Lifespan Employment Services Ms. Virginia S. Clark 1900 South Clinton Avenue Rochester, NY 14618 Phone: (585) 244-8400 ext. 127 E-mail: vclark@lifespan-roch.org Revised contact and e-mail 9/15/2009 (previous contact was Bhagwan Gaur at bkgaur@lifespan-roch.org).	N 0	
25	Damon City Campus Monroe Community College Mr. Ivan Matthew 228 East Main Street Rochester, NY 14604 Phone: (585) 262-1660 Website: http://www.monroecc.edu/go/employers Revised website address 8/5/2009	Y 0	
26	Monroe Community College Ms. Michelle Mayo Career Center 1000 East Henrietta Road Rochester, NY 14623-5780 Phone: (585) 292-2248 E-mail: jobconnection@monroecc.edu	Y 0	
27	National Association of Black College Broadcasters Mr. Lo Jelks PO Box 3191 Atlanta, GA 30302 Phone: (404) 523-6136 E-mail: BCRMail@aol.com	Y 0	
28	National Association of Hispanic Journalists, The Ms. Virginia Galindo 1000 National Press Building, 529 14 th Street NW Washington, DC 20045-2001 Phone: (202) 662-7145 E-mail: jobbank@nahj.org	Y 0	
29	National Hispanic Media Coalition 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	National Lesbian and Gay Journalists Association Ms. Pamela Strother 1420 K Street NW, Suite 910 Washington, DC 20005 Phone: (202) 588-9888 E-mail: info@nlgja.org	Y 0	

31	<p>Native American Cultural Center, Inc. Mr. Wade Oliver 121 North Fitzhugh Street Rochester, NY 14614-1214 Phone: (585) 442-1100 E-mail: netroc@frontiernet.net</p>	Y 0	
32	<p>Nazareth College Mr. Michael D. Kahl Career Services 4245 East Avenue Rochester, NY 14618-3790 Phone: (585) 389-2890 E-mail: mkahl6@naz.edu</p>	N 0	
33	<p>The New School (New School University) Ms. Anna Ogier-Bloomer 79 Fifth Avenue, 5th Floor New York, NY 10003 Phone: (212) 229-1324 Website: www.collegecentral.com/newschool Revised address 9/17/2009</p>	Y 0	
34	<p>New York State Department of Labor Job Bank Unit Ms. Karen Blankenberg 276 Waring Road Rochester, NY 14609 Phone: (585) 546-5627 E-mail: rochesterjobbank@labor.state.ny.us New York State Department of Labor Ms. Mary Lynne Turner 130 West Main Street Rochester, NY 14614 Phone: (585) 258-8853 E-mail: rochesterjobbank@labor.state.ny.us Combined 2/1/2009 – same e-mail address. Revised first contact 9/16/2009 (replacing Darlene Kiel). Removed Mary Lynne Turner 9/23/2009; she no longer works for the job bank.</p>	Y 0	
35	<p>SUNY Onondaga Community College Ms. Michele Carey 4585 West Seneca Turnpike Syracuse, NY 13215-4585 Phone: (315) 498-2109 Website: https://www.myinterfase.com/sunyocc/employer/</p>	N 0	
36	<p>Plattsburgh State University 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>PRSA C/O St. Joseph's Villa Local Chapter of Public Relations Society of America Ms. Mary Ellen McArdle 3300 Dewey Avenue Rochester, NY 14616 Phone: (585) 581-4617 E-mail: mmcardle@stjosephsvilla.org</p>	Y 0	

38	<p>Puerto Rican Youth Development & Resource Center Ms. Aida Veras, Vice President 30 Hart Street Rochester, NY 14605-1100 Phone: (585) 325-3570 As requested, job postings sent by mail. Revised contact and address 11/16/2009 (previous contact was Mildred Vazquez at 997 North Clinton Avenue, Rochester, NY 14621).</p>	N 0	
39	<p>RIT Student Employment Office 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>Roberts Wesleyan College Ms. Mary Flaherty 2301 Westside Drive Rochester, NY 14624 Phone: (585) 594-6540 E-mail: flahertym@roberts.edu</p>	N 0	
41	<p>Rochester Business Institute Ms. Sharon Seccombe-Coia 1850 Ridge Road East Rochester, NY 14622 Phone: (585) 336-0899 E-mail: sseccombe@cci.edu</p>	N 0	
42	<p>Rochester Institute of Technology Ms. Maria Richart Cooperative Education and Career Services Bausch & Lomb Center 57 Lomb Memorial Drive Rochester, NY 14623-5603 Phone: (585) 475-5479 E-mail: mjroce@rit.edu</p>	N 0	
43	<p>Spanish Action Coalition 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>St. John Fisher College Ms. Betsy McDermott 3690 East Avenue Rochester, NY 14618 Phone: (585) 385-8143 E-mail: career@sjfc.edu</p>	Y 0	

45	<p>University of Buffalo (SUNY Buffalo) Ms. Judith C. Applebaum 259 Capen Hall Amherst, NY 14260-1635 Phone: (716) 645-2231 Website: www.hireub.buffalo.edu</p> <p>University of Buffalo Mr. Daniel Ryan Director, Career Planning & Placement 259 Capen Hall Amherst, NY 14260-1635 Phone: (716) 645-2232 ext. 119 Website: www.hireub.buffalo.edu</p> <p>Combined 2/1/2009; post jobs to the same website address.</p>	Y 0	
46	<p>SUNY College at Brockport Ms. Helen Wunderlich 350 New Campus Drive Brockport, NY 14420 Phone: (585) 395-2392 E-mail: jobs@brockport.edu</p>	Y 0	
47	<p>SUNY Cortland Mr. John Shirley PO Box 2000 Cortland, NY 13045 Phone: (607) 753-2224 E-mail: johns@em.cortland.edu</p>	Y 0	
48	<p>SUNY Fredonia Mr. Christopher LaGrow Career Development Office Fredonia, NY 14063 Phone: (716) 673-3327 Website: www.fredonia.edu/cdo</p> <p>Note: When there are problems posting to “Quest” website, send to e-mail address: careers@fredonia.edu.</p>	Y 0	
49	<p>SUNY Geneseo Ms. Andrea DiGiorgio Blake A104 1 College Circle Geneseo, NY 14454 Phone: (585) 245-5734 Website: https://www.myinterfase.com/geneseo/employer</p> <p>Revised website address 8/26/2009</p>	Y 0	
50	<p>SUNY Oswego Ms. Katie Rabent 142 Campus Center Oswego, NY 13126 Phone: (315) 312-2255 E-mail: careerservicesoa@yahoo.com</p>	Y 0	

51	<p>SUNY REOC (Rochester Educational Opportunity Center) Ms. Sheryl L. Gonzalez 305 Andrews Street Rochester, NY 14604 Phone: (585) 232-2730 ext. 273 E-mail: sgonzalez@brockport.edu (Sheryl Gonzalez) cc: jhanselm@brockport.edu (Jim Hanselman) cc: gsherman@brockport.edu (Greg Sherman) ENTITLED EFFECTIVE 2/10/2005 Per e-mail from Sheryl Gonzalez, removed Patricia Beaudrie from MRSLS 10/13/2009.</p>	Y 0	
52	<p>Syracuse University Ms. C. Halpin Career Services 303 University Place, Suite 235 Syracuse, NY 13244-2070 Phone: (315) 443-9093 E-mail: careers@syr.edu</p>	N 0	
53	<p>TalentTrainers Ms. Shirley Brice 443 North Snowmass Circle Superior, CO 80027 Phone: (303) 997-9164 E-mail: brice@talenttrainers.com Updated address 9/22/2009</p>	Y 0	
54	<p>The Leadership Institute Ms. Meghann Parlett 1101 North Highland Street Arlington, VA 22201-2854 Phone: (703) 647-3301 E-mail: mparlett@limail.us Revised contact 9/18/2009 (previous contact was Jim Cromwell at jcromwell@limail.us).</p>	Y 0	
55	<p>The Urban League of Rochester Mr. Kimio Ramadhan 265 North Clinton Avenue Rochester, NY 14605 Phone: (585) 325-6530 ext. 3013 E-mail: kramadhan@ulr.org Revised contact 9/16/2009 (previous contact was Monet Evans at mevans@ulr.org).</p>	Y 0	
56	<p>University of Pittsburgh at Bradford Mr. Jeff Guterman 300 Campus Drive Bradford, PA 16701 Phone: (814) 362-7587 E-mail: guterman@exchange.upb.pitt.edu</p>	Y 0	
57	<p>University of Rochester Career Center Ms. Amber Graham 302 Meliora Hall PO Box 270028 Rochester, NY 14627 Phone: (585) 275-2366 E-mail: recruit@mail.rochester.edu</p>	Y 0	

58	Veterans Outreach Center, Inc. Ms. Nena Silverd 457 South Avenue Rochester, NY 14620 Phone: (585) 546-4250 E-mail: nenasilverd@veteransoutreachcenter.org	Y 0	
59	WE-MO-CO Career & Technical Education Center Ms. Arlene Covella/cc: Ms. Jeanine Gallina 3589 Big Ridge Road Spencerport, NY 14559 Phone: (585) 352-2759 E-mail: acovella@monroe2boces.org ; jgallina@monroe2boces.org Revised second contact 9/16/2009 (previous contact was Jack Dennis at jdennis@monroe2boces.org).	Y 0	
60	MediaLine Mr. Mark Shilstone Box 51909 Pacific Grove, CA 93950 Phone: (800) 237-8073 E-mail: medialine@medialine.com	Y	0
61	Native American Public Telecommunications, Inc. Ms. Becky Fauver 1800 No 33 Street Lincoln, NE 68503 Phone: (402) 472-3522 E-mail: native@unl.edu Revised address 9/22/2009	Y	0
62	*RTDNA-Radio Television Digital Association Ms. Tara Sheehan 4121 Plank Road #512 Fredericksburg, VA 22407 Phone: (202) 834-1270 Website: www.rtdna.org *New name effective 11/3/2009 (formerly RTNDA) News openings only (Paid listings if not current paid membership)	N 0	
63	Spots N Dots publication 167 Oakdale Road Johnson City, NY 13790 Phone: (888) 884-2630 E-mail: selltv@aol.com Sales openings only	N 0	
64	The New York State Broadcasters Association, Inc. Ms. Sandra Messineo 1805 Western Avenue Albany, NY 12203 Phone: (518) 456-8888 Website: www.blogger.com ENTITLED EFFECTIVE 2/15/2005	Y 0	
65	TVJobs.com DBA Broadcast Employment Services Mr. Mark Holloway PO Box 4116 Oceanside, CA 92052 Phone: (800) 374-0119 E-mail: admin@tvjobs.com	Y	1

66	BEDA (Broadcast Executive Directors Association) and NASBA (National Alliance of State Broadcasters Association) Website: www.careerpage.org	N 0	
67	*Journalismnext.com (Paid listings-News openings only) Phone: (703) 739-0408 Website: www.journalismnext.com	N 0	
68	*NABEF - National Association of Broadcasters Education Foundation (Paid listings) Karen Hunter, Outreach & Diversity Manager 1771 N Street NW Washington, DC 20036-2891 Phone: (202) 429-5498 Website: http://broadcastcareerlink.nabef.org/hr	N 0	
69	*Democrat & Chronicle (Paid listings) Classified Ads 55 Exchange Boulevard Rochester, NY 14614 Phone: (585) 454-1111 Website: www.democratandchronicle.com	N 0	
70	Internal Employee Promotion	N 0	
71	Employee Referral	N 4	
72	Employee Transfer	N 0	
73	Internal Posting	N 0	
74	Job Fair (see details in recruitment initiative documents if applicable)	N 0	
75	*VarietyCareers.com (Paid listings) Website: www.VarietyCareers.com (Reed Business Information paid online postings, which includes Broadcasting & Cable, Multichannel News, and Variety)	N 0	
76	On-Air Announcements	N 0	
77	Other - (i.e. Non-employee referral, other media contacts, or clients or business associates)	N 0	
78	RochesterWorks, Inc. Ms. Rosa Smith-Montanaro 255 North Goodman Street Rochester, NY 14604 Phone: (585) 258-3513 E-mail: rsmontanaro@rochesterworks.org	N	0
79	Station Website Ms. Sue Gray WHAM-TV 4225 West Henrietta Road Rochester, NY 14623-5225 Phone: (585) 321-2208 Website: www.13wham.com	N 1	
80	KVR News (University of Texas) Ms. Crystal Hall 2500 Whitis Court, PO Box D Austin, TX 78750 Phone: (512) 471-7899 E-mail: cvhall@mail.utexas.edu ENTITLED EFFECTIVE 4/7/2005	Y	0

81	<p>TVB Ms. Hope Etheridge 3 East 54th Street, 10th Floor New York, NY 10022-3108 Phone: (212) 486-1111 E-mail: hope@tvb.org Sales, Traffic, Marketing positions only ENTITLED EFFECTIVE 4/7/2005</p>	N 0	
82	<p>Alfred University Dr. Robyn Goodman Associate Professor Communications Studies Career Development Center Saxon Drive Alfred, NY 14802 Phone: (607) 871-2164 E-mail: fgoodman@alfred.edu; cc: Mark McFadden @ cdc@alfred.edu (added 4/29/2008) ENTITLED EFFECTIVE 11/17/2005</p>	Y 0	
83	<p>Michaels Media (For: Collective Talent) Mr. Mike Von Ende 1721 Richardson Place Tampa, FL 33606 Phone: (248) 737-2572 Website: www.collectivetalent.com ENTITLED EFFECTIVE 4/18/2006 FOR NEWS ON-AIR POSITIONS ONLY</p>	Y, News on-air only	0
84	<p>Howard University Ms. Carol Y. Dudley 525 Bryant Street NW, Suite C-107 Washington, DC 20059 Phone: (202) 806-5806 E-mail: cdudley@howard.edu ENTITLED EFFECTIVE 6/13/2006</p>	Y 0	
85	<p>Unity Health Action Toward Employment Program Ms. Margaret Lewis 46 Prince Street, Third Floor Rochester, NY 14607 Phone: (585) 368-6605 E-mail: mlewis@unityhealth.org ENTITLED EFFECTIVE 10/17/2007</p>	Y 0	
86	<p>Rochester AudioVisual Association (RAVA) Mr. Paul Tracy 92 Legacy Oak Trail Pittsford, NY 14534 Phone: (585) 586-5862 E-mail: membership@rava.info ENTITLED EFFECTIVE 1/4/2008</p>	Y 0	
87	<p>Rochester Institute of Technology Ms. Sharitta F. Gross Office of Cooperative Education & Career Services 57 Lomb Memorial Drive Rochester, NY 14623-5603 Phone: (585) 475-7823 E-mail: sfgoce@rit.edu ENTITLED EFFECTIVE 4/3/2008</p>	Y 0	

88	Newport Television LLC (owner) Ms. Kyelene Fleming, PHR 460 Nichols Road, Suite 250 Kansas City, MO 64112 Phone: (816) 751-0200 E-mail: newporthr@newporttv.com Note: "Careers" section added to Newport Television website as of 6/9/2009.	N 0	
89	*Rick Gevers & Associates (Paid listings-News openings only) Mr. Rick Gevers PO Box 577 Zionsville, IN 46077 Phone: (317) 769-7900 E-mail: rick@rickgevers.com EFFECTIVE 11/3/2009	N (Eff. 11/3/2009)	0
TOTAL INTERVIEWEES:			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 (www.RochesterJobBank@labor.state.ny.us), which posts to America's Job Exchange (www.americasjobexchange.com/ny); The University at Buffalo (www.hireub.buffalo.edu); The New School (www.collegecentral.com/newschool); Alfred University (www.alfredstate.edu); Keuka College (www.myinterfase.com/keuka/employer); Monroe Community College (http://www.monroecc.edu/go/employers); SUNY Fredonia (www.fredonia.edu/cdo); and SUNY Geneseo (https://www.myinterfase.com/geneseo/employer). 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), CNMA-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 & 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"> a) On February 23, 2009, the news/weather department hosted one student from Dansville High School mentored by the Chief Meteorologist. b) On March 24, 2009, the news/weather department hosted one student from Rush-Henrietta Senior High School mentored by the Chief Meteorologist. c) On July 21, 2009, the news department hosted one student from Gates-Chili High School mentored by a 13WHAM News anchor. d) On November 24, 2009, the production department hosted one student from Ithaca College mentored by the production manager and production director. e) On December 15, 2009, the production department hosted one student from York Central School mentored by the production manager and production director.
5	<p>Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting</p>	<ul style="list-style-type: none"> 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. 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. 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. 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. 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. f) 13WHAM Chief Meteorologist participated in a career day at Minerva Deland High School in Fairport on December 7, 2009, and spoke to

		<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>
6.	Participate in Programs Sponsored by Organization(s) Relating to Career Opportunities in Broadcasting	<p>a) On April 28, 2009, WHAM-TV Sales & 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>