

WHAM-TV Rochester, NY

EEO PUBLIC FILE REPORT February 1, 2011 - January 31, 2012¹

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Position	Full-time Positions Filled By Job Title and Date Filled	Recruitment Sources (RS) Used to Fill Vacancy	Total No. of Interviewees for Each Vacancy	RS Referring Hiree
1.	Reporter – 4/18/2011	1-56, 59-61, 68, 72-74, 76-80, 83-84	5	72
2.	Producer – 6/20/2011	1-56, 59-61, 66, 68, 73-74, 77- 80, 83-84	5	66
3.	Reporter – 6/28/2011	1-56, 59-61, 68, 73-74, 76-80, 82-84	6	82

Total Number of Persons Interviewed for All Full-time Vacancies: 16

¹ The information contained in this Annual EEO Report provides recruitment data collected from February 1, 2011, through January 31, 2012. This Annual Report will be placed in the station's public inspection file by February 1, 2012, and posted on the station's website, in accordance with FCC EEO Rules.

WHAM-TV Rochester, NY

EEO PUBLIC FILE REPORT FEBRUARY 1, 2011 – JANUARY 31, 2012

II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	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 All Positions	0
2	Ad Council of Rochester Ms. Annie Sullivan 274 North Goodman Street, Suite B269 Rochester, NY 14607-1170 Phone: (585) 442-0200 ext. 208 E-mail: asullivan@adcouncilroch.org Updated contact and e-mail address on 10/4/2011 (was Katelin Ryan at kryan@adcouncilroch.org).	N All Positions	0
3	Alfred State College Ms. Elaine Morsman (formerly Antonioli) SDC 204, 10 Upper College Drive Alfred, NY 14802 Phone: (607) 587-4385 E-mail: morsmaem@alfredstate.edu Updated contact last name and e-mail address on 9/21/2011 (was antoniem@alfredstate.edu)	Y All Positions	0
4	Alfred University Ms. Peggy Broderick Career Development Center Saxon Drive Alfred, NY 14802 Phone: (607) 871-2164 Website: http://www.alfred.edu/cdc Updated website address 9/30/2011 (was http://alfred-csm.symplicity.com/employers)	Y All Positions	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 All Positions	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	No. of Interviewees Referred by RS over reporting period
6	Broadcast Image Group Mr. Larry Rickel 7744 Broadway, Suite 100 San Antonio, TX 78209 Phone: (210) 828-6664 E-mail: lrickel@broadcastimage.com News and Promotion positions only	N All Positions	0
7	Broome Community College Mr. Larry Truillo PO Box 1017, SS210 Binghamton, NY 13902 Phone: (607) 778-5207 Website: http://www.collegecentral.com/sunybroom Effective 6/1/2011, updated method of delivery to website postings from e-mail postings that were sent to truillolt@sunybroom.edu.	Y All Positions	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 All Positions	0
9	CCNMA: Latino Journalists of California Ms. Sylvia Wells USC Annenberg School of Journalism 727 West 27 th Street, Room 201 Los Angeles, CA 90007-3212 Phone: (213) 821-0075 E-mail: ccnmainfo@cnma.org	N All Positions	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 All Positions	0
11	Career Systems Development Corporation Ms. Cynthia Fair 96 College Avenue, Second Floor Rochester, NY 14607 Phone: (585) 544-4880 ext. 233 E-mail: cfair@careersystems.com	N All Positions	0
12	Coventry Workers' Comp Services Ms. Janet Nordman 2101 Lac De Ville Boulevard, Suite 2 Rochester, NY 14618 Phone: (585) 272-3500 ext. 225 E-mail: fxsugar@cvty.com	N All Positions	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	No. of Interviewees Referred by RS over reporting period
13	Connecticut School of Broadcasting Ms. John Olson 611 Route 46 West, Suite 102 Hasbrouck Heights, NJ 07604 Phone: (201) 288-7900 ext. 203 E-mail: johnnyo@gocsb.com Updated contact and e-mail address on 10/4/2011 (was Annie Henckel at ahenckel@gocsb.com).	Y All Positions	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 All Positions	0
15	Erie Community College Ms. Laurie L. Barszcz Career Services 121 Ellicott Street Buffalo, NY 14203 Phone: (716) 851-1183 E-mail: barszcz@ecc.edu	Y All Positions	0
16	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	N All Positions	0
17	Finger Lakes Works-Wayne Ms. Jodie Daniels 1519 Nye Road Lyons, NY 14489 Phone: (315) 946-7710 E-mail: jdaniels@co.wayne.ny.us	Y All Positions	0
18	Genesee Community College Mr. John McGowan One College Road Batavia, NY 14020-9704 Phone: (585) 343-0055 ext. 6383 E-mail: career@genesee.edu Updated e-mail address on 10/4/2011 (was jmmcgowan@genesee.edu).	N All Positions	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	No. of Interviewees Referred by RS over reporting period
19	Hobart and William Smith Colleges Ms. Steph Annear Career Services Office Salisbury Center at Trinity Hall C/O 300 Pulteney Street Geneva, NY 14456 Phone: (315) 781-3514 E-mail: cs@hws.edu Updated contact name 9/30/2011 (was Joseph Ambrosetti).	N All Positions	0
20	Howard University Ms. Kim Wells 525 Bryant Street NW Washington, DC 20059 Phone: (202) 806-7513 As requested, job postings sent by mail.	Y All Positions	0
21	Ibero-American Action League, Inc. Ms. Carmen Vega 911 East Main Street Rochester, NY 14605 Phone: (585) 454-1430 ext. 246 E-mail: carmen.vega@iaal.org Updated contact 10/13/2011 (was Elizabeth Robinson at elizabeth.robinson@iaal.org).	Y All Positions	0
22	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.	Y All Positions	0
23	Keuka College Ms. Haajira Lansana Center for Experiential Learning Hegeman Hall 107 Keuka Park, NY 14478-0098 Phone: (315) 279-5472 Website: https://www.myinterfase.com/keuka/employer Updated contact name on 10/6/2011 (was Catherine McGinnis).	N All Positions	0
24	Lifespan Employment Services Ms. Lori Garofalo 1900 South Clinton Avenue Rochester, NY 14618 Phone: (585) 244-8400 ext. 133 E-mail: lgarofalo@lifespan-roch.org Updated contact on 10/10/2011 (was Virginia Clark at vclark@lifespan-roch.org).	N All Positions	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	No. of Interviewees Referred by RS over reporting period
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	Y All Positions	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 All Positions	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 All Positions	0
28	National Hispanic Media Coalition Ms. Brenda Rivas 55 South Grand Avenue Pasadena, CA 91105-1602 Phone: (626) 792-6462 E-mail: brivas@nhmc.org	Y All Positions	0
29	National Lesbian and Gay Journalists Association Mr. Michael Tune 2120 L Street NW, Suite 850 Washington, DC 20037 Phone: (202) 588-9888 E-mail: info@nlgja.org Updated contact name and address 10/20/2011 (was Pamela Strother).	Y All Positions	0
30	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	Y All Positions	0
31	Nazareth College Mr. Michael D. Kahl Career Services 4245 East Avenue Rochester, NY 14618-3790 Phone: (585) 389-2890 E-mail: mkahl6@naz.edu	N All Positions	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	No. of Interviewees Referred by RS over reporting period
32	The New School (New School University) Ms. Anna Ogier-Bloomer 79 Fifth Avenue, 5 th Floor New York, NY 10003 Phone: (212) 229-1324 Website: www.collegecentral.com/newschool	Y All Positions	0
33	New York State Department of Labor Job Bank Unit Ms. Brendalyn Bynoe 276 Waring Road Rochester, NY 14609 Phone: (585) 266-7760 ext. 209 E-mail: rochesterjobbank@labor.ny.gov Updated contact name and e-mail address on 10/4/2011 (was Karen Blankenberg at e-mail rochesterjobbank@labor.state.ny.us).	Y All Positions	0
34	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/	N All Positions	0
35	Puerto Rican Youth Development & Resource Center Ms. Aida Veras 30 Hart Street Rochester, NY 14605-1100 Phone: (585) 325-3570 As requested, job postings sent by mail.	N All Positions	0
36	RIT Student Employment Office Ms. Amanda Feeney 1350 University Services Center 49 Lomb Memorial Drive Rochester, NY 14623-5603 Phone: (585) 475-2068 E-mail: ajfseo@rit.edu	N All Positions	0
37	Roberts Wesleyan College Ms. Mary Flaherty 2301 Westside Drive Rochester, NY 14624 Phone: (585) 594-6540 E-mail: flahertym@roberts.edu	N All Positions	0
38	Rochester Business Institute Ms. Sharon Seccombe-Coia 1850 Ridge Road East Rochester, NY 14622 Phone: (585) 336-0899 E-mail: sseccombe@cci.edu	N All Positions	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	No. of Interviewees Referred by RS over reporting period
39	St. John Fisher College Mr. Matt Cardin 3690 East Avenue Rochester, NY 14618 Phone: (585) 385-8143 Website: https://www.myinterfase.com/sjfc/employer Updated contact name on 10/4/2011 (was Betsy McDermott).	Y All Positions	0
40	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	Y All Positions	0
41	SUNY College at Brockport Ms. Ave M. Gardner 350 New Campus Drive Brockport, NY 14420 Phone: (585) 395-2468 E-mail: jobs@brockport.edu	Y All Positions	0
42	SUNY Cortland Mr. John Shirley PO Box 2000 Cortland, NY 13045 Phone: (607) 753-2224 E-mail: john.shirley@cortland.edu	Y All Positions	0
43	SUNY Fredonia Mr. Christopher LaGrow Career Development Office Fredonia, NY 14063 Phone: (716) 673-3327 Website: http://www.fredonia.edu/cdo/employerlogin.asp	Y All Positions	0
44	SUNY Geneseo Ms. Andrea DiGiorgio Blake A104 1 College Circle Geneseo, NY 14454 Phone: (585) 245-5734 Website: https://www.myinterfase.com/geneseo/employer	Y All Positions	0
45	SUNY Oswego Ms. Michele May Career Services at the Compass 145 Campus Center Oswego, NY 13126 Phone: (315) 312-2255 E-mail: career@oswego.edu	Y All Positions	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	No. of Interviewees Referred by RS over reporting period
46	SUNY REOC (Rochester Educational Opportunity Center) Ms. Sheryl L. Gonzalez 305 Andrews Street Rochester, NY 14604 Phone: (585) 232-2730 ext. 273 E-mail: sgonzale@brockport.edu (Sheryl Gonzalez) cc: jhanselm@brockport.edu (Jim Hanselman) cc: gsherman@brockport.edu (Greg Sherman) ENTITLED EFFECTIVE 2/10/2005	Y All Positions	0
47	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	N All Positions	0
48	TalentTrainers Ms. Shirley Brice 443 North Snowmass Circle Superior, CO 80027 Phone: (303) 997-9164 E-mail: brice@talenttrainers.com	Y All Positions	0
49	The Leadership Institute Ms. Emily Miller 1101 North Highland Street Arlington, VA 22201-2854 Phone: (703) 247-2000 E-mail: emiller@limail.us Updated contact 10/13/2011 (was Andrea McCarthy at amccarthy@limail.us).	Y All Positions	0
50	The Urban League of Rochester Mrs. Tashanda Thomas-Brown 265 North Clinton Avenue Rochester, NY 14605 Phone: (585) 325-6530 ext. 3013 E-mail: tthomas@ulr.org Updated contact 10/13/2011 (was Mr. Kimio Ramadhan at kramadhan@ulr.org).	Y All Positions	0
51	University of Pittsburgh at Bradford Mr. Jeff Guterman 300 Campus Drive Bradford, PA 16701 Phone: (814) 362-7587 E-mail: guterman@pitt.edu	Y All Positions	0
52	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	Y All Positions	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	No. of Interviewees Referred by RS over reporting period
53	Veterans Outreach Center, Inc. Ms. Nena Silverd 457 South Avenue Rochester, NY 14620 Phone: (585) 546-4250 E-mail: nenasilverd@veteransoutreachcenter.org	Y All Positions	0
54	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	Y All Positions	0
55	MediaLine Mr. Mark Shilstone Box 51909 Pacific Grove, CA 93950 Phone: (800) 237-8073 E-mail: medialine@medialine.com	Y All Positions	0
56	Native American Public Telecommunications, Inc. Ms. Becky Fauver 1800 No 33 Street Lincoln, NE 68503 Phone: (402) 472-3522 E-mail: native@unl.edu	Y All Positions	0
57	*RTDNA-Radio Television Digital Association Ms. Tara Sheehan 4121 Plank Road #512 Fredericksburg, VA 22407 Phone: (202) 834-1270 Website: www.rtdna.org News openings only (paid listings if not current paid membership).	N No Positions	0
58	*Spots N Dots publication Emily McKay 167 Oakdale Road Johnson City, NY 13790 Phone: (888) 884-2630 E-mail: ads@spotsndots.com Sales openings only *Fee for posting jobs since 3/2008.	N No Positions	0
59	The New York State Broadcasters Association, Inc. Ms. Sandra Messineo 1805 Western Avenue Albany, NY 12203 Phone: (518) 456-8888 Website: www.nysbroadcasters.org/ ENTITLED EFFECTIVE 2/15/2005	Y All Positions	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	No. of Interviewees Referred by RS over reporting period
60	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 All Positions	5
61	BEDA (Broadcast Executive Directors Association) and NASBA (National Alliance of State Broadcasters Association) Website: www.careerpage.org	N All Positions	0
62	*Journalismnext.com (Paid listings-News openings only) Phone: (703) 739-0408 Website: www.journalismnext.com	N No Positions	0
63	*NABEF - National Association of Broadcasters Education Foundation (Paid listings) Oscar Bustillo, Career Center 1771 N Street NW Washington, DC 20036-2891 Phone: (866) 964-2765 ext. 2713 Website: http://broadcastcareerlink.nabef.org/hr Updated contact name and telephone number on 5/12/2011 (was Karen Hunter, phone: 202-429-5498).	N No Positions	0
64	*Democrat & Chronicle (Paid listings) Classified Ads 55 Exchange Boulevard Rochester, NY 14614 Phone: (585) 454-1111 Website: www.democratandchronicle.com	N No Positions	0
65	Internal Employee Promotion	N No Positions	0
66	Employee Referral	N Position 2	1
67	Employee Transfer	N No Positions	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	No. of Interviewees Referred by RS over reporting period
68	Internal Posting	N All Positions	2
69	Job Fair (see details in recruitment initiative documents if applicable)	N No Positions	0
70	*VarietyCareers.com (Paid listings) Website: www.VarietyCareers.com (Reed Business Information paid online postings, which includes Broadcasting & Cable, Multichannel News, and Variety)	N No Positions	0
71	On-Air Announcements	N No Positions	0
72	Other* - (i.e. Non-employee referral, other media contacts, or clients or business associates). *Note: One interviewee for Position #1 was referred by a talent agent from Bell Talent Inc. (this applicant was hired for the position). The second interviewee was referred by a talent agent from The NWT Group Talent Agency.	N Position 1	2
73	RochesterWorks! Ms. Rosa Smith-Montanaro/*cc: Kristy Ioele 255 North Goodman Street Rochester, NY 14604 Phone: (585) 258-3513 E-mail: rsmontanaro@rochesterworks.org ; kioele@rochesterworks.org *Kristy Ioele e-mail added 2/1/2011 to also receive job postings.	N All Positions	0
74	Station Website Ms. Sue Gray WHAM-TV 4225 West Henrietta Road Rochester, NY 14623-5225 Phone: (585) 321-2208 Website: www.13wham.com	N All Positions	5

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	No. of Interviewees Referred by RS over reporting period
75	TVB Ms. Tiphany Jones 3 East 54th Street, 10 th Floor New York, NY 10022-3108 Phone: (212) 486-1111 E-mail: tiphany@tvb.org Sales, Traffic, Marketing positions only	N No Positions	0
76	Michaels Media (For: Collective Talent) Mr. Michael Bille 1721 Richardson Place Tampa, FL 33606 Phone: (813) 254-9695 Website: www.collectivetalent.com ENTITLED EFFECTIVE 4/18/2006 FOR NEWS ON-AIR POSITIONS ONLY.	Y News on-air only Positions 1, 3	0
77	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	Y All Positions	0
78	Rochester AudioVisual Association (RAVA) Mr. Paul Tracy 92 Legacy Oak Trail Pittsford, NY 14534 Phone: (585) 586-5862 E-mail: president@rava.info ENTITLED EFFECTIVE 1/4/2008 Updated e-mail address on 3/16/2011 (was membership@rava.info).	Y All Positions	0
79	Rochester Institute of Technology (RIT) Ms. Sharitta F. Gross Office of Cooperative Education & Career Services 57 Lomb Memorial Drive, Building #77 Rochester, NY 14623-5603 Phone: (585) 475-7823 E-mail: sfgoce@rit.edu ENTITLED EFFECTIVE 4/3/2008	Y All Positions	0
80	Newport Television LLC (owner) Mr. Phil Jones, Human Resources Director 460 Nichols Road, Suite 250 Kansas City, MO 64112 Phone: (816) 751-0200 E-mail: newportthr@newporttv.com	N All Positions	0

RS Number	Recruitment Source (RS) Information	Source Entitled to Vacancy Notification? (Yes/No) / Full-time Positions for Which This Source Was Utilized	No. of Interviewees Referred by RS over reporting period
81	<p>*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</p>	<p>N</p> <p>No Positions</p>	0
82	<p>*Talent Dynamics (Paid listings) Ms. Christina Hedding 600 Las Colinas Boulevard, Suite 100 Irving, TX 75039 Phone: (214) 640-3139 E-mail: hedding@talentdynamics.com EFFECTIVE 2/3/2010 Notes: a). There is a fee for employers to post jobs with Talent Dynamics. b.) Potential applicants can pay Talent Dynamics for assistance in searching and applying for open positions (which was the case with position #3).</p>	<p>N</p> <p>Position 3</p>	1
83	<p>Medaille College Mr. Ron Beiter Office of Career Planning 18 Agassiz Circle Buffalo, NY 14214 Phone: (716) 880-2145 E-mail: rbeiter@medaille.edu ENTITLED EFFECTIVE 7/29/2010</p>	<p>Y</p> <p>All Positions</p>	0
84	<p>Ohio Center for Broadcasting Terry Wilson Placement Coordinator 5330 East Main, Suite 200 Columbus, OH 43213 Phone: (614) 245-0555 E-mail: wilson.t@beonair.com ENTITLED EFFECTIVE 8/18/2010</p>	<p>Y</p> <p>All Positions</p>	0
TOTAL NUMBER OF INTERVIEWEES FOR ALL FULL-TIME VACANCIES:			16

* *Paid listings*

WHAM-TV

Rochester, NY

EEO PUBLIC FILE REPORT February 1, 2011-January 31, 2012

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.labor.ny.gov), which posts to America’s Job Exchange (www.americasjobexchange.com/ny); The University of Buffalo (www.hireub.buffalo.edu); The New School (www.collegecentral.com/newschool); Alfred University (www.alfred.edu/cdc); 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), CCNMA-California Chicano News Media Association, National Association of Black College Broadcasters, National Hispanic Media Coalition, National Lesbian and Gay Journalists Association, and the New York State Department of Labor.</p>
3.	Internship Program	<p>WHAM-TV offers 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, and Promotion Director.</p> <p><u>Spring 2011</u>: From February 1, 2011 to May 31, 2011, WHAM-TV hosted a total of five interns from SUNY Fredonia (two interns in News), UNC Chapel Hill (one intern in News), Nazareth College (one intern in Promotion), and SUNY Brockport (one intern in News/Weather).</p> <p><u>Summer 2011</u>: From June 1, 2011 to August 31, 2011, WHAM-TV hosted a total of seven interns from SUNY Fredonia (two interns in News), UNC Chapel Hill (one intern in News), Nazareth College (one intern in Promotion), and SUNY Brockport (three interns in News/Weather).</p> <p><u>Fall 2011</u>: From September 1, 2011 to November 30, 2011, WHAM-TV hosted one intern in News/Weather from SUNY Brockport.</p> <p><u>Winter 2011</u>: From December 1, 2011 to January 31, 2012, WHAM-TV hosted three interns in News from Southern Methodist University, Nazareth</p>

		College, and Universidade Presbiteriana Mackenzie in Brazil through the Rotary International Exchange Student program.
4.	Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting (Job Shadow Work Experience Program)	<p>WHAM-TV offers students participation in a Job Shadow Work Experience Program. As part of this program:</p> <ul style="list-style-type: none"> a) On March 14, 2011, news/weather hosted one student from Caledonia-Mumford High School mentored by the chief meteorologist. b) On March 16, 2011, a student from Caledonia-Mumford High School, mentored by one of the engineering technicians, shadowed employees in the news, production, and engineering departments. c) On September 1, 2011, the sales and marketing department hosted one student from Kendall High School mentored by the marketing services producer/director. d) On November 21, 2011, the production department hosted one student from Ithaca College mentored by the production manager. e) On December 12, 2011, the news department hosted one student from Monroe #1 BOCES mentored by the executive producer.
5.	Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	<ul style="list-style-type: none"> a) WHAM-TV Vice President and General Manager spoke to a business class at RIT (Rochester Institute of Technology) on February 3, 2011, on how ethical business behavior is an essential component of an effective career in the broadcasting field. b) WHAM-TV Internet Sales Manager/Account Executive spoke to a media class at Aquinas High School on March 3, 2011, on careers in advertising sales. c) WHAM-TV Vice President and General Manager led a group of students from RIT (Rochester Institute of Technology) on a tour of the WHAM-TV facilities on April 7, 2011. The tour was one in a series of presentations to students in the RIT business class on how ethical business behavior is a key component of a career in the broadcasting field. Students observed behind the scenes how the evening news was broadcast from the station's HD studio and met with staff members in their different roles. d) WHAM-TV Vice President and General Manager led a group of students from RIT (Rochester Institute of Technology) on a tour of the WHAM-TV facilities on May 4, 2011. The tour was one in a series of presentations to students in the RIT business class on how ethical business behavior is a key component of a career in the broadcasting field. Students observed behind the scenes how the evening news was broadcast from the station's HD studio and met with staff members in their different roles. e) WHAM-TV Account Executive participated in a Career Day event at SUNY Oswego on October 27, 2011. He spoke to students about careers in television advertising sales including the changing media landscape, his job responsibilities, and transition from college life to work life.

6.	Participate in Job Fair	Resumes submitted for WHAM-TV job openings were collected at a “Career Connections” Job Fair held at the Carousel Center on March 30, 2011.
7.	Internship Program - The New York State Broadcasters Association	WHAM-TV participated in the paid summer internship program sponsored by The New York State Broadcasters Association. The program is designed for students interested in a career in broadcasting. The news department hosted two interns (one from Marquette University and one from SUNY Geneseo) for ten weeks from May through August 2011. The executive producer mentored the students as they rotated through all departments to experience first hand the operational procedures of a television station.