

WXXA-TV

EEO PUBLIC FILE REPORT January 31, 2008 - February 1, 2009

I. Vacancy List

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	No. of Applicants Interviewed	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	3	1-6, 10-11, 13-15, 17-25	4
News Director	6	6,23-25, 43-44	25
General Manager	5	25, 45	45
Account Executive	1	1-6, 10-11, 13-15, 17-25	25
Account Executive	7	1-6, 10-11, 13-15, 17-25	18
News Producer	3	1-6, 10-11, 13-15, 17-25, 28-41	25
News Videographer	6	1-6, 10-11, 13-15, 17-25, 28-41	25
Master Control Operator	5	4, 25	4
Director of Sales	12	23-25, 42	6

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	HVCC/Placement Office Attn: Mark Schmiedeshoff 80 Vandenberg Ave., Troy, NY 12180 (518) 629-7326	Y	0
2	WERC Woman’s Employment & Resource Center Attn: Marj Adams 175 Central Ave., Albany, NY 12206 (518) 462-7600 ext. 187	Y	0
3	College of St. Rose Attn: Mary Alice Molgard 432 Western Ave., Albany, NY 12203 (518) 454-5446	Y	0
4	New School of Television and Radio Attn: Tom Brownlee 50 Colvin Ave., Albany, NY 12206 (518) 438-7682	Y	8
5	YWCA Attn: Theresa Plakovic 44 Washington Ave., Schenectady, NY 12305 (518) 374-3394	Y	0
6	NYS Broadcasters Association 1805 Western Ave., Albany, NY (518) 456-8888 nysba.com	Y	0
7	Times Union Newspaper 645 Albany Shaker Rd., Albany, NY 12205 (518) 454-5454	N	0
8	Gazette Newspaper Schenectady, NY 12307 (518) 374-4141	N	0
9	The Saratogian Newspaper Saratoga, NY 12866 (518) 581-8438	N	0
10	County of Albany – Affirmative Action Attn: Kai Earle 112 State St. Suite 670 Albany, NY 12207 (518) 447-5510	Y	0
11	Northeast Career Planning 1700 6 th Ave. Troy, NY 12180 (518)273-0818	Y	0
12	DeVry University Attn: John Karras 1 Tower Lane Oakbrook, IL 60181 jKarras@keller.edu	N	0
13	Dept. of Administrative Services Attn: Viola MacDonald City Hall, Room 301 Albany, NY 12202 (518) 427-4300	Y	0
14	Albany Public Library – Job Center	Y	0

	161 Washington Ave. Albany, NY 12202 (518)427-4300		
15	One Hundred Black Men Attn: Solomon Jenkins 388 Clinton Ave. Albany, NY 12206 (518)869-7199	Y	0
16	SCCC Job Placement 78 Washington Ave. Schenectady, NY 12305	N	0
17	Skidmore College, Career Services Attn: Michael Profita 815 North Broadway, Saratoga Springs, NY 12866 (518)580-5790	Y	0
18	Siena College, Career Center 203 Foy Hall, 515 Loudon Rd. Loudonville, NY 12211 (518)783-2307	Y	4
19	Connecticut School of Broadcasting Attn: Kevin Foley 377 Route 17, Hasbrouck Heights, NJ 07604 (201)288-5800	Y	0
20	MCTAP/NAACP Attn: Lorena Miller 955 State Street, Albany, NY 12304	Y	0
21	Emma L. Bowen Foundation 524 West 57 th Street, New York, NY 10019	Y	0
22	Communication Arts Department-SUNY/Oneonta Attn: Neil Cunningham Ravine Parkway, Oneonta, NY 13820 (607)436-3052	Y	0
23	Tvjobs.com	N	3
24	Fox23news.com	N	6
25	Word-of-Mouth Referral	N	16
26	Internal Transfer/Promotion	N	0
27	Position Consolidated (Current Employee Assumed Duties of Advertised Vacancy)	N	0
28	Brandeis University 415 South Street Waltham, MA 02453	Y	0
29	California Chicano News Media Association 300 South Grand Ave., Suite 3950 Los Angeles, CA 90071	Y	0
30	Howard University 2400 Sixth St. NW Washington, DC 20059	Y	0
31	ITT Technical Institute 13 Airline Drive Albany, NY 12205	Y	0
32	Medialine Box 51909 Pacific Grove, CA 93950	Y	0

33	National Association of Broadcasters 1771 N. Street NW Washington, DC 20036	Y	0
34	National Association of Hispanic Broadcasters 529 14 th St. NW Washington, DC 20045	Y	0
35	SUNY Plattsburgh 101 Broad Street Plattsburgh, NY 12901	Y	0
36	Sage College 45 Ferry St. Troy, NY 12180	Y	0
37	South Asian Journalists Association 2950 Broadway New York, NY 10027	Y	0
38	Syracuse University Syracuse, NY 13244	Y	0
39	SUNY Albany 1400 Washington Ave. Albany, NY 12222	Y	0
40	Television Bureau of Advertising 3 East 54 th Street New York, NY 10022	Y	0
41	Union College 807 Union Street Schenectady, NY 12308	Y	0
42	Roche & Company Executive Recruiter	N	6
43	TVNEWSDAY	N	0
44	Rick Gevers & Associates	N	0
45	Broadcasting & Cable 360 Park Ave South New York, NY 10010	N	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			48

III. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	Part-time Job Fair	Executive Assistant, Regina Stewart hosted a booth at the Hudson Valley Community College Part-time Job Fair at the Troy, NY campus on February 1, 2008. Resumes were collected from perspective students and information on the FOX23 Internship program and part time openings were discussed.
2	Participated in Program Sponsored by Educational Institution	Reporter, Jeff Saperstone was the guest speaker at St. Rose College in Albany, NY on February 12, 2008. Jeff spoke to a Journalism class about writing for the News and proper research on story-telling. He discussed his career in broadcasting and the rewards it brings.
3	Kids Career Expo	Reporters, Diane Lee and Mark Baker hosted a booth at the OGS Career Expo at the Empire State Plaza in Albany, NY on March 1, 2008. Mark & Diane used a mock News set to interview the kids. They discussed their careers working in the News room and gave the kids a DVD copy of their interview to take home.
4	Participated in Program Sponsored by Community Organization interested in Broadcast Career Opportunities	Interactive Media Director, Matt Twardy gave a station tour to a student from the School at North East Career Planning for Developmentally Disabled Students on March 5, 2008. The student, over 18, learned about jobs in each department of the building and spent time using the green screen in the News Room.
5	Participated in Program Sponsored by Educational Institution	Meteorologist, Brandon Hertell visited Jackson Heights Elementary school in Glens Falls, NY on March 11, 2008 to talk with the 3 rd grade class about his career as a Weatherman. The students asked questions about how he gathered his information for each forecast and what education he needed for his job.
6	Participated in Program Sponsored by Educational Institution	Reporter, Paul Merrill visited the second grade class at Schoharie Elementary school on March

		14, 2008 to discuss his job at FOX23. Paul talked to the students and answered questions about writing news stories and being on TV.
7	Participated in Program Sponsored by Educational Institution	Reporter, Kathryn Hauser spoke to a Journalism class at Siena College in Loudonville, NY on March 26, 2008. Kathryn is a Siena graduate and spoke with the students about her education and what it's like to be a News Reporter for FOX23.
8	Internships	FOX23 strives to educate students about jobs in broadcasting thru hands on Internship programs. Students work in various departments using professional equipment and learning all about News operations and how a TV station, in general, operates. Students earn college credit and are evaluated on their participation and work ethic. For the Winter Semester of 2008, FOX23 had one Sales Intern working at the station – a senior from Siena College majoring in Marketing; four Sports interns working with the Sports Anchors out in the field and in the News Room (one each from Niskayuna HS, Shenendehowa HS, Siena College and SUNY Albany) and two News interns working in various parts of the News Room (one from Shaker HS and one student from SUNY Albany). For the Summer Semester of 2008, FOX23 had one intern in the News Room from SUNY Albany. For the Fall Semester of 2008, FOX23 had two interns. One in Sports from the Capital Region career and Tech School and one in the News Room from SUNY Albany.
9	Participated in Program Sponsored by Community Organization interested in Broadcast Career Opportunities	On July 11, 2008 FOX23 News anchor John Gray met with a man and his grandson at Real Seafood. They purchased a 'lunch with john gray' at a charity event so the child, a ten year old boy, could learn about a career in broadcasting.

10	Participated in Program Sponsored by Educational Institution	On December 4, 2008 Creative Services Director, Keith Moran lead tour for a student communications class from Ballston Spa High School around the station. Students were able to see first hand how the News is produced and the various jobs and personal needed to keep a TV station running.
11	Participated in Program Sponsored by Educational Institution	On October 7, 2008 a student from Guiderland HS followed Sports Director Rich Becker for the day.
12	Participated in Program Sponsored by Educational Institution	On November 26, 2008 Sports Director Rich Becker spoke at Chatham Middle School and then led 4 classes on TV Sportscasting.