

# WXXA-TV

## **EEO Public File Report February 1, 2009 – January 31, 2010**

### I. Vacancy List

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

<b>Job Title</b>	<b>No. of Applicants Interviewed</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Satellite Truck Operator	3	1-6, 10-11, 13-15, 17-26, 28-41	24
Sales Executive	6	1-6, 10-11, 13-15, 17-26, 28-41	24
News Photographer	5	1-6, 10-11, 13-15, 17-26, 28-41	25
Meteorologist	1	1-6, 10-11, 13-15, 17-26, 28-41	25
General Assignment Reporter	7	1-6, 10-11, 13-15, 17-26, 28-41	26
Master Control Operator	3	1-6, 10-11, 13-15, 17-26, 28-41	24
Master Control Operator	6	1-6, 10-11, 13-15, 17-26, 28-41	24

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### 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	<b>HVCC/Placement Office</b> Attn: Mark Schmiedeshoff 80 Vandenberg Ave., Troy, NY 12180 (518) 629-7326	Y	0
2	<b>WERC Woman’s Employment &amp; Resource Center</b> Attn: Marj Adams 175 Central Ave., Albany, NY 12206 (518) 462-7600 ext. 187	Y	0
3	<b>College of St. Rose</b> Attn: Mary Alice Molgard 432 Western Ave., Albany, NY 12203 (518) 454-5446	Y	0
4	<b>New School of Television and Radio</b> Attn: Tom Brownlee 50 Colvin Ave., Albany, NY 12206 (518) 438-7682	Y	0
5	<b>YWCA</b> Attn: Theresa Plakovic 44 Washington Ave., Schenectady, NY 12305 (518) 374-3394	Y	0
6	<b>NYS Broadcasters Association</b> 1805 Western Ave., Albany, NY (518) 456-8888 nysba.com	Y	0
7	<b>Times Union Newspaper</b> 645 Albany Shaker Rd., Albany, NY 12205 (518) 454-5454	N	0
8	<b>Gazette Newspaper</b> Schenectady, NY 12307 (518) 374-4141	N	0
9	<b>The Saratogian Newspaper</b> Saratoga, NY 12866 (518) 581-8438	N	0
10	<b>County of Albany – Affirmative Action</b> Attn: Kai Earle 112 State St. Suite 670 Albany, NY 12207 (518) 447-5510	Y	0
11	<b>Northeast Career Planning</b> 1700 6 <sup>th</sup> Ave. Troy, NY 12180 (518)273-0818	Y	0
12	<b>DeVry University</b> Attn: John Karras 1 Tower Lane Oakbrook, IL 60181 <a href="mailto:jkarras@keller.edu">jkarras@keller.edu</a>	N	0

13	<b>Dept. of Administrative Services</b> Attn: Viola MacDonald City Hall, Room 301 Albany, NY 12202 (518) 427-4300	Y	0
14	<b>Albany Public Library – Job Center</b> 161 Washington Ave. Albany, NY 12202 (518)427-4300	Y	0
15	<b>One Hundred Black Men</b> Attn: Solomon Jenkins 388 Clinton Ave. Albany, NY 12206 (518)869-7199	Y	0
16	<b>SCCC Job Placement</b> 78 Washington Ave. Schenectady, NY 12305	N	0
17	<b>Skidmore College, Career Services</b> Attn: Michael Profita 815 North Broadway, Saratoga Springs, NY 12866 (518)580-5790	Y	0
18	<b>Siena College, Career Center</b> 203 Foy Hall, 515 Loudon Rd. Loudonville, NY 12211 (518)783-2307	Y	0
19	<b>Connecticut School of Broadcasting</b> Attn: Kevin Foley 377 Route 17, Hasbrouck Heights, NJ 07604 (201)288-5800	Y	0
20	<b>MCTAP/NAACP</b> Attn: Lorena Miller 955 State Street, Albany, NY 12304	Y	0
21	<b>Emma L. Bowen Foundation</b> 524 West 57 <sup>th</sup> Street, New York, NY 10019	Y	0
22	<b>Communication Arts Department-SUNY/Oneonta</b> Attn: Neil Cunningham Ravine Parkway, Oneonta, NY 13820 (607)436-3052	Y	0
23	<b>Tvjobs.com</b>	N	5
24	<b>Fox23news.com</b>	N	9
25	<b>Word-of-Mouth Referral</b>	N	11
26	<b>Internal Transfer/Promotion</b>	N	1
27	<b>Position Consolidated</b> (Current Employee Assumed Duties of Advertised Vacancy)	N	1
28	<b>Brandeis University</b> 415 South Street Waltham, MA 02453	Y	0
29	<b>California Chicano News Media Association</b> 300 South Grand Ave., Suite 3950 Los Angeles, CA 90071	Y	0

30	<b>Howard University</b> 2400 Sixth St. NW Washington, DC 20059	Y	0
31	<b>ITT Technical Institute</b> 13 Airline Drive Albany, NY 12205	Y	0
32	<b>Medialine</b> Box 51909 Pacific Grove, CA 93950	Y	0
33	<b>National Association of Broadcasters</b> 1771 N. Street NW Washington, DC 20036	Y	0
34	<b>National Association of Hispanic Broadcasters</b> 529 14 <sup>th</sup> St. NW Washington, DC 20045	Y	0
35	<b>SUNY Plattsburgh</b> 101 Broad Street Plattsburgh, NY 12901	Y	0
36	<b>Sage College</b> 45 Ferry St. Troy, NY 12180	Y	0
37	<b>South Asian Journalists Association</b> 2950 Broadway New York, NY 10027	Y	0
38	<b>Syracuse University</b> Syracuse, NY 13244	Y	0
39	<b>SUNY Albany</b> 1400 Washington Ave. Albany, NY 12222	Y	0
40	<b>Television Bureau of Advertising</b> 3 East 54 <sup>th</sup> Street New York, NY 10022	Y	0
41	<b>Union College</b> 807 Union Street Schenectady, NY 12308	Y	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			27

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### III. Recruitment Initiatives

	Type of Recruitment Initiative	Brief Description of Activity
1	EEO Announcements	WXXA ran a schedule of on-air announcements as an equal opportunity employer as required by the FCC and Newport Television.
2	Career Fair	FOX23 attended the New York State Department of Labor -Martin Luther King Job Fair at the Convention Center in downtown Albany, NY. Resumes were collected from potential candidates and information on current job openings and internships was offered.
3	Participated in Program Sponsored by Educational Institution	Students from the New School of Radio & Television were given a tour of the station.
4	Participated in Program Sponsored by Educational Institution	A student at Farnsworth Middle School in Guilderland, NY studied with Gene Lemme, FOX23 Producer/Director
5	Participated in Program Sponsored by Educational Institution	A student at Plattsburgh State University studied with Joe Walsh, FOX23 Producer/Director receiving first hand experience in the many aspects of TV Production.
6	Participated in Program Sponsored by Educational Institution	FOX23 Sports Director Rich Becker was the keynote speaker for the Chatham Middle School Career Day
7	Teaching	FOX23 Interactive Media Director Matt Twardy teaches a course in TV at Adirondack Community College.

8	Internships	<p>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. During 2009, FOX23 had 15 Interns working at the station. In News there were 4 from New School, 3 from the University at Albany and 1 each from St Rose, Roberts Wesleyan College and Fulton Montgomery Community College. In Sports there were 2 from New School, 2 from the University at Albany and 1 from Marist College.</p>
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