

WXXA-TV

**EEO Public File Report
(February 1, 2011 - January 31, 2012)**

I. Vacancy List

Job Title	No. of Applicants Interviewed	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
IT / Engineering Technician	2	1-6, 10-11, 13-15, 17-26, 28-41	31
Morning Anchor / Reporter	4	1-6, 10-11, 13-15, 17-26, 28-41	23
Morning Meteorologist	5	1-6, 10-11, 13-15, 17-26, 28-41	26
Graphic Artist	4	1-6, 10-11, 13-15, 17-26, 28-41	25
Director of Sales	18	1-6, 10-11, 13-15, 17-26, 28-41, 43	43
News Director	8	1-6, 10-11, 13-15, 17-26, 28-41, 44	44
Creative Services (Two Hires Promotions and Production Managers)	11	1-6, 10-11, 13-15, 17-26, 28-42	26/26
Account Executives (Two Hires)	10	1-6, 10-11, 13-15, 17-26, 28-41, 45	45/45
News Photographer	9	1-6, 10-11, 13-15, 17-26, 28-41	25
Chief Engineer	11	1-6, 10-11, 13-15, 17-26, 28-41, 47	47
News Reporter	5	1-6, 10-11, 13-15, 17-26, 28-41	25

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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	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	0
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 161 Washington Ave. Albany, NY 12202 (518)427-4300	Y	0
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	0
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	8
24	Fox23news.com	N	12
25	Word-of-Mouth Referral	N	23
26	Internal Transfer/Promotion	N	7
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	2
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	1
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	Mediarecruiter.com	N	0
43	Recruiter Roche and Company Cornerstone Building 800 Hingham Street Rockland, MA 02370	N	12
44	Burt Shapiro Management 2147 North Beachwood Dr Los Angeles, Ca 90068	N	2
45	Careerbuilber.Com	N	10
46	Graeme Newell 602communications.com	N	4
47	SBE Jobs Online	N	6
TOTAL INTERVIEWEES OVER REPORTING PERIOD			87

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III. Supplemental Outreach

	Type of Outreach	Brief Description of Activity
1	Internship Program	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 2011, FOX23 had 13 Interns working at the station. In News there were 7. In Sports there were 6.
2	Internet Programs Designed to Promote Outreach Generally	Job vacancies are posted to College of St. Rose HVCC/Placement Office, Skidmore College - Career Services, Siena College - Career Center, Connecticut School of Broadcasting, SUNY Plattsburgh, Syracuse University, SUNY Albany and Union College. These sources provide extensive job-hunting advice and background information in addition to individual job listings.
3	Listed Job Opening with job banks	Listed each opening in the following job banks for media groups whose membership includes substantial participation of woman and minorities. NYS Broadcasters Association, National Association of Broadcasters, National Association of Hispanic Broadcasters, California Chicano News Media Association
4	Career Fairs	On April 14, 2011, 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.

5	Participated in Program Sponsored by Educational Institution	<ul style="list-style-type: none"> • On March 16, 2011 Job Shadowing - Shawn Blakeley from Farnsworth Middle School 8th Grade. As a class assignment he saw first hand how the news room operates. • On March 29th, Cub Scout Pack 71 from Berne Knox, NY were given a tour of the station. • On March 30, 2011, The McCann Technical High School Education TV Studio Crew, North Adams, MA was given a tour of the station. • April 1, 2011 FOX23 conducted tours for the students of the New School of Radio and Television, one in the morning and one in the afternoon. • On April 18 & 20, 2011 A High School student interested in Journalism was given a tour of the station and shadowed Ann Hughes, FOX23 News Anchor, as she worked on the evening news • May 19, 2011 FOX23 Meteorologist Jason Caterina spoke at Career Day at Park Terrace Middle School in Gloversville.
6	Teaching	FOX23 Interactive Media Director Matt Twardy taught a course in TV at Adirondack Community College during the 1st Semester 2011.