

FCC EEO Public File Report

Call Sign	Type of Station	Location: City/State	Facility ID
WNYT-TV	TV	Albany, NY	73363

For the reporting period: 02/01/08 to 01/31/09

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
Account Executive	09/19/2008	Internal,National,P	350
Account Executive	09/19/2008	Internal,National,P	774
Account Executive	09/19/2008	Internal,National,P	774
Account Executive	01/08/2009	Internal,National,P	764
Operations Engineer	03/25/2008	Internal,National,T	1146
Promotion Producer/Editor	04/25/2008	Internal,National,P	369
Traffic Coordinator	08/05/2008	Internal,National,S	350

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
350	2	369	2	416	1	764	5
774	2	913	1	1146	3		

List of Recruitment Sources that requested postings

166 168 218 430 445 450 469 491 528 642 683 1157 1195 1199 1212 1215 1217 1218 1228 1255
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Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	Current: 307 369 402 408 416 546 555 843 865 893 905 911 912 913 1213 1270
National	Current: 253 254 255 452 487 608 644 651 657
P=Professional	Current: 151 152 166 167 168 217 218 248 257 293 295 304 340 350 360 380 391 430 445 450 453 469 470 491 502 525 528 642 683 700 764 774 800 801 918 923 932 1146 1148 1157 1176 1195 1199 1212 1216 1217 1218 1228 1255 1285 1289 03/28/08: 1289 ADDED
Paid	Current: 501 683 711 752 1157 1212 1215 1216 1217 1218
S=Support	Current: 151 152 166 167 168 217 218 248 257 293 295 304 340 350 360 380 391 430 445 450 453 469 471 491 525 528 683 700 725 764 774 800 801 918 923 1146 1148 1157 1195 1199 1212 1215 1216 1228 1255 1289 03/28/08: 1289 ADDED
T=Technical	Current: 151 152 166 167 168 217 218 248 293 295 304 340 350 360 380 391 430 445 469 471 491 525 528 683 700 764 774 800 801 918 923 1146 1157 1199 1216 1228

Recruitment Sources

ID	Source	ID	Source	ID	Source
151	City of Albany, Personnel Office, Administrative Services Administrative Services, City Hall Room #301 Albany, NY 12207 Viola MacDonald (518) 434-5284	152	Albany Public Library 161 Washington Ave Albany, NY 12210 Meg Maurer (518) 449-3380	166	Albany County Affirmative Action 112 State Street, Suite 670 Albany, NY 12207 Kai Earle (518) 447-5510
167	Affirmative Action Office-Rochester 30 Church St #103-A Rochester, NY 14614 Shirley B Holman (518) 428-7117	168	Schenectady County Affirmative Action Office 620 State Street 2nd Floor Schenectady, NY 12305 Tracey Chance Esq (518) 388-4233	217	Centro Civico-Albany 20 Rensselaer St Albany, NY 12202 Administator (518) 465-1138
218	Centro Civico of Amsterdam 143-145 E Main St Amsterdam, NY 12010 Nicolas Morales (518) 842-3762	248	Dept of Labor-Albany, NY Governor Waverell Harriman State Office Bldg Campus Albany, NY 12240 Cathy Bucci (518) 462-7600	253	Emma L Bowen Foundation-CA 4024 Radford Ave #300 Studio City, CA 91604 Norma P Pichardo (818) 655-5708
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Phylis Eagle Oldson (202) 637-4494	255	Emma L Bowen Foundation-NY 524 W 57th St New York, NY 10019 Sandra Rice (212) 975-2545	257	Mildred Elley College 800 New Loudon Rd Suite 5120 Placement Office Latham, NY 12110 Irina Kasparow (518) 786-0855
293	Hispanic Heritage Institute PO Box 5 Albany, NY 12201	295	Haskell Indian Nations University PO Box H-1305 Lawrence, KS 66046	304	Howard University 525 Bryant St NW Washington, DC 20059

	David Gonzales (518) 664-3878		Patty Grant (785) 749-8437		Kim Wells (202) 806-7513
307	KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (651) 642-5555	340	Community Organization-General	350	Employee-Current
360	Employee-Former	369	Internal Applicant	380	Job Fair
391	Publication	402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Peggy Scandin (218) 727-6864	408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745
416	WNYT-TV 15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791	430	YWCA Schenectady 44 Washington Ave Schenectady, NY 12305 Theresa Palkovic (518) 374-3394	445	Russell Sage College 45 Ferry Street Troy, NY 12180 Laurie Anderson (518) 244-2272
450	Sage College of Albany 140 New Scotland Ave #201 Albany, NY 12208 KeriAnne Clark (518) 292-1793	452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000	453	Schenectady County Community College 78 Washington Ave Schenectady, NY 12305 Bob Fredericks (518) 381-1365
469	Siena College Career Center 515 Loudon Rd, 203 Eoy Hall Loudonville, NY 122111462 Suzanne O'Connor (518) 783-2339	470	SI Newhouse School of Public Communications 215 University Pl Syracuse, NY 13244 Lydia Jones (315) 443-3270	471	Southwestern Indian Polytechnic Inst-Job Plcmt Office PO Box 10146, 9169 Coors Rd NW Albuquerque, NM 87114 Myra Garro (505) 897-5737
487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000	491	College of St Rose 432 Western Ave Albany, NY 12203 Mary Alice Molgard (518) 454-5265	501	Times Union News PO Box 15000 Albany, NY 12212 (518) 454-5000
502	Trinity Institutions Inc 15 Trinity Pl Albany, NY 12202 (518) 449-5155	525	Union College 807 Union St Schenectady, NY 12308 Judy Gordon (518) 388-6364	528	University at Albany - Career Development Center ULB-69 1400 Washington Avenue Albany, NY 12222 Philippe Abraham (518) 437-4903
546	KSAX-TV 415 Filmore St Alexandria, MN 56308 Melissa Matthews (320) 763-5729	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301	608	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200
642	NABET-CWA 501 3rd St NW 6th Flr Washington, DC 20001 Bill Murray (202) 434-1254	644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498	651	National Association of Hispanic Journalists PO Box 226722 Washington, DC 20045 Marco Botero (202) 662-7145
657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	683	New School of Radio Television 50 Colvin Ave Albany, NY 12206 Michael Flynn (518) 438-7682	700	Business Organization-General
711	Consulting Firm	725	Leech Lake Tribal College PO Box 180 Cass Lake, MN 56633 Nicole Powers (218) 335-4225	752	Recruiter
764	Website	774	Word of Mouth	800	Hudson Valley Community College 80 Vandenburg Ave Troy, NY 12180 jo smith (518) 283-1100
801	Hudson Valley Community College-CASP 80 Vandenburg Ave Troy, NY 12180 Roy Pompey (518) 270-7160	843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	865	KAAL-TV 1701 10th Place NE Austin, MN 55912 Bonnie Broden (507) 437-6666
893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Lori Lung (505) 243-4411	905	KOBR-TV 124 E 4th St Roswell, NM 88201 Nora Nieto (505) 625-8888	911	KSTP-AM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	913	WFMP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	918	America's Job Bank State Campus Building 12 #119 Albany, NY 122400070 Peggy Golz (518) 457-2174
923	TV Jobs PO Box 4116 Oceanside, CA 920524116 Mark C Holloway (760) 754-8177	932	WBTW-TV - CBS Affiliate 101 McDonald Court Myrtle Beach, SC 29577 Cecil Chandler (843) 293-1301	1146	Capital Area Help Wanted.com One Civic Plaza Suite 506 Poughkeepsie, NY 12601 Eric Straus (845) 471-5200
1148	Syracuse University 215 Archbold Syracuse, NY 13244 Admissions Director (315) 443-1870	1157	Rensselaer Cty One Stop Employment Center 1600 Seventh Avenue Troy, NY 12180 Brian Williams (518) 270-2860	1176	Chamber Of Commerce 28 Clinton Street Saratoga, NY 12866 Linda Toohey (518) 584-3255
1195	Marist College LB-332 Center for Career Services, 3399 North Road Poughkeepsie, NY 12601 Stephen Cole (845) 575-3000	1199	America Works of Albany, Inc. 194 Washington Avenue Suite 320 Albany, NY 12210 Jessica Jackson (518) 465-5627	1212	Rensselaer County Department of Employment and Training NED Pattison Rensselaer CTY GIV CNTR 1600 Seventh Ave Troy, NY 12180 William Morrison (518) 270-2860

1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guillaume (727) 535-6776	1215	BEAN STALK - COLLEGE STUDENTS 63 State Street Albany, NY 12207 Administrator (518) 465-8975	1216	LEARN FOR LIFE Twin Rivers Council, Inc, 253 Washington Avenue Ext Albany, NY 12205 Robert Sheahan (518) 869-6436
1217	MEDIA RECRUITER 20456 E Orchard Place Centennial, CO 80016 Jim Birsch (303) 400-5150	1218	Spots N Dots 167 Oakdale Road Johnson City, NY 13790 Patrick Kelly (607) 729-7295	1228	PROPELITY.COM 432 Broadway, Suite 2 Saratoga Springs, NY 12866 Matthew Gough (518) 693-6583
1255	CUNY Graduate School of Journalism 230 WEST 41 STREET New York, NY 10036 Will Chang (646) 758-7732	1270	ReelChannel 1201 W 5th St #T900 Los Angeles, CA 90017 Vanessa Dominguez (213) 443-2469	1285	New York Jobs.com newyorkjobs.com New York, NY 10011 info@newyorkjobs.com (212) 000-0000
1289	Craigslist Not Given Not Given, NY 99999 Not Given (999) 999-9999				

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
North Colonie Career Exploration Internship Program	Richard Heim, CEIP Coordinator	01/15/2008 - 06/01/2008	The Special Projects Producer at WNYT-TV instructed a North Colonie Central School student how to produce a newscast for several months. The student is interested in a career in broadcasting; specifically producing. The student completed a 54-hour internship.	
2008 News Interns	Beth Cullen	02/01/2008 - 01/31/2009	Nine students from various colleges in New York state interned with WNYT-TV news staff to gain experience in a television news station.	College of St. Rose, Russell Sage College, New School of Radio and Television, University of Albany, State University of New York at Geneseo, Syracuse University, Siena College
College of St. Rose Teleprompter Project	Paul Conti, Instructor	02/01/2008 - 01/31/2009	WNYT-TV worked with an instructor from The College of St. Rose to offer hands-on opportunities to students interested in working in broadcasting as a way to supplement course work. The students were assigned to work as teleprompter operators during live newscasts.	
Community Organizations Speaking Engagements	WNYT-Public Affairs Office	02/01/2008 - 01/31/2009	WNYT-TV's anchors, reporters, meteorologists and photographers spoke with community organizations about their positions and careers in broadcasting. Additionally, they spoke about the news business; what it is and how it is changing.	Community Organizations include: Alzheimer's Association, National Association of the Blind, Schoharie County ARC, Bellevue Woman's Hospital, Troy Music Hall, Capital District Center for Independence, Girls, Inc., City of Albany, Parsons Child and Family Center, Northeast Parent and Child, UUAW, STRIDE Adaptive Sports, Lake George Chamber of Commerce, Legislative Correspondents Association, Adirondack HC Agency, Schenectady Symphony, Key Bank, Nurses Association, Crohns and Colitis, Gilda's Club, NYS Department of Health, The River Radio, State Employees Federal Credit Union, Junior League Board, Animal Lover's, Saratoga Performing Arts, American Cancer Society, Office Of the Aging, Maria College, Mental Health Association, Women Against MS, Colonie Senior Center, Girl Scouts of America, Red Cross
Cub Scouts and Brownie Troops	Sandi Michael, Den Leader	02/01/2008 - 01/31/2009	The WNYT-TV's Creative Services Manager, Producer, News Director, and Executive Assistant to the News Director hosted Cub Scout and Brownie groups tours at the station. Not only did the groups tour the station, they saw how a story is created for live TV, how the studio equipment works for a live show, and how meteorologists predict the weather.	Organizations: Pack 528 in Poestenkill, New York; Hudson Valley Girl Scouts, Clifton Park, NY, Cub Scouts, Latham, New York; 4H, Four Seasons Fun Club, East Schodack, New York.
School Visits	WNYT - Public Affairs	02/01/2008 - 01/31/2009	WNYT-TV's news staff regularly speaks with students in elementary schools, junior/senior highs and colleges about their jobs and careers in broadcasting.	Schools include: Albany High School, Arbor Hill Elementary School, Bought Elementary School, Ballston Spa High School, Birthwood Elementary School, Burnt Hills-Ballston Lake High School, Turnpike Elementary School, Greenfield Elementary School, Doyle Middle School,

				Schoharie Elementary School, Shaker High School, OKTE Elementary School, East Greenbush High School, Shenendahow High School, Chango Elementary School, New School of Radio and Television, Delaware Community School, School 18, Giffen Memorial Elementary School, School 12,-Troy, Lansingburgh High School
University of Albany Career Fair	Kathy Hornberger	02/13/2008 - 02/13/2008	Members of WNYT-TV's management team attended the Career Fair and Internship Expo for 2008 graduates and students at the University at Albany. Over 300 students attended the event looking for an internship or position in journalism and television. Members of management accepted approximately 20 resumes from students interested in internships for the spring and summer of 2008.	
Union College Career Fair	Judith Gordon	02/19/2008 - 02/19/2008	Members of WNYT-TV's management team attended a career fair for 2008 graduates and students at the Union College in Schenectady. Many students attended the event looking for an internship or position in journalism and television.	
Career Internship Program - Shaker High School	Mr. Heim	03/01/2008 - 06/10/2008	WNYT-TV has a relationship with Shaker High School which includes a mini-internship opportunity. The student intern observes what happens in a newsroom, makes follow-up calls for assignment editor and travels with a reporter to observe how to cover a news story.	
North Albany Academy: Television 101	Mr. Mike Lai	03/05/2008 - 03/06/2008	WNYT-TV's 5:30 pm Anchor and Education Reporter worked with students from North Albany Academy and instructed them on the basics of television broadcasting and assisted them with writing clear and concise copy for their pod casts. The Anchor instructed the children how to relate to their television audience, and practice on-air performance.	
New York State Broadcasters Association Career Fair	Dick Novik, NYSBA	03/24/2008 - 03/30/2008	As a co-sponsor of the event, along with the New York State Broadcasters Association, WNYT-TV was involved in the 2008 Broadcasters Career Fair via the internet. WNYT-TV hosted a booth for one week. Approximately 200 applicants applied for positions via the internet. In addition, WNYT-TV broadcast promotional announcements to alert the public that the job fair would occur.	
ITT Technical Institute Career Fair	Renee Belardo, Career Services Specialist	03/26/2008 - 03/26/2008	The WNYT-TV's Director of Public Affairs and the Executive Assistant to the News Director attended the job fair for recent graduates of ITT Technical Institute. They spoke with attendees about the vacant positions at the station and encouraged attendees to check the station's website for new job postings. Copies of current job postings were handed out.	Approximately 75 people attended this job fair.
2008 Sports Internships	Rodger Wyland, Director of Sports	04/10/2008 - 12/31/2008	WNYT TV's Sports Director and staff members instructed students from the University of Albany how to prepare a sports story for an evening newscast. The interns learned how to write and produce sports stories for the 6:00 PM and 11:00 PM nightly newscasts. The interns assisted in gathering information (game scores, names, and addresses) for the evening newscast and high school sports projects.	The Sports Director wrote each student a letter of recommendation, to assist them in receiving college credit.
NAB/RTNDA/BEA Career Fair	Karen Hunter, Manager of Diversity, NABEF	04/16/2008 - 04/16/2008	WNYT-TV participated in the NAB/RTNDA Career Fair on Wednesday, April 16, 2008, in Las Vegas, NV. Managers greeted job fair participants and shared information about jobs in broadcasting. Contact information and open position listings for all HBI stations, including WNYT, were distributed to interested individuals. The Career Fair is a part of the NAB Show and RTNDA Conference.	WNYT TV participated with other Hubbard Broadcasting, Inc. stations.
New York State Broadcaster's Internship Program	Sandra Messineo	06/01/2008 - 08/15/2008	WNYT-TV was selected by the New York State Broadcasters Association to hire an intern and provide him/her with the opportunity to witness and experience first hand operational procedures of a television station. The program allows an intern to work with members of the News, Sales, Engineering, Public Affairs and Production Departments to gain a broad range of training. The intern selected was from the College of St. Rose. Her internship was 180 hours.	

UNITY 2008	Allison DeSevo	07/23/2008 - 07/26/2008	WNYT-TV participated in the UNITY: Journalists of Color 2008 Career Expo in Chicago, IL. Approximately 8,000 people registered for UNITY and hundreds of individuals stopped by the Hubbard Broadcasting, Inc. booth. Contact information and open position listings for all HBI stations, including WNYT-TV, were distributed to interested individuals. Hiring officials answered questions about careers in broadcasting, critiqued DVDs and collected resumes for employment consideration at HBI stations.	UNITY is a joint gathering of the Asian American Journalists Association, the National Association of Black Journalists, the National Association of Hispanic Journalists and the Native American Journalists Association. It is the largest gathering of minority journalists. WNYT TV participated with other Hubbard Broadcasting, Inc. stations at the Career Expo.
2008 Production Internships	Steve Robbins, Director of Production, Creative Services	08/20/2008 - 12/15/2008	Employees of the WNYT-TV Production and Creative Services departments worked with three interns from two local colleges. The students from New School of Radio and Television, and College of St. Rose will be interned from August 2008 to December 2008 gaining field experience.	
University of Albany Tour	Professor Thomas Bass	10/16/2008 - 10/16/2008	WNYT's Executive Producer gave a tour of the television station to a group Brazilian exchange students taking communication courses for a semester at the University of Albany.	
HVCC Communication/Organization	Landon Smith	10/23/2008 - 10/23/2008	Eight students from Hudson Valley Community College met with WNYT-TV's Executive Assistant from the News Department to see how good communication and organization skills are required to work in the Television/Communication business. The group was also interested in WNYT's position on a variety of topics. The students formed a list of ten questions that WNYT's Vice President/General Manager answered for the group.	Some members of the group were excited to see how a television station operated. Some are planning to continue with their education and try to obtain a position within TV. Some of the students are looking for an administrative position and others liked the role of a producer and camera operator.
Columbia Greene Community College Career Conference	Jennifer Lynch	01/09/2009 - 01/09/2009	A reporter from WNYT TV participated at a career event held at Columbia Greene Community College for high school students from New Lebanon High School. The Reporter participated on a panel for students interested in the field of communications. The WNYT reporter answered questions from the students trying to choose a career path and decide if they want to get into the television business.	The career day was attended by more than 1,000 high school sophomores and juniors.