

Annual EEO PUBLIC FILE REPORT February 1, 2016 – January 31, 2017

Statement of EEO Policy

WKTV-NEWSChannel 2 and the WKTV, LLC believe in equal employment opportunities for all, regardless of race, color, religion, sex, national origin, age, disability or any other legally protected classification.

The Company's policy is to hire and promote the most qualified applicants and to comply with all federal, state and local equal employment opportunity laws.

This policy governs employment and all the company's terms and conditions of employment, including, but not limited to, policies and practices affecting recruitment, recruitment advertising, hiring, promotion, demotion, transfers, reclassification, selection for training, compensation, benefits, company-sponsored educational programs and any other aspect of employment.

Full Time Vacancies Filled During Reporting Period 2/1/16 - 1/31/17

	Full Time Position	Recruitment Sources Used (code)*	Recruitment Source for Successful Candidate (code)*	Total Number Interviewed From All Sources	Source for Interviewees
1	Morning News Producer Position posted: 1/7/16 Position filled: 2/12/16	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45	35	3	35, 39, 42
2	Traffic Assistant Position posted: 12/8/15 Position filled: 5/23/16	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45, 47	35, 42	4	35, 42, 47
3	Weekend Sports Anchor/News MMJ Position posted: 4/8/16 Position filled: 5/23/16	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45	39	6	40, 39, 42
4	Staff Accountant/Accounting Assistant Position posted: 4/8/16 Position filled: 6/1/16	2, 3, 4, 5, 7, 8, 11, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 31, 34, 35, 39, 40, 42, 43, 44, 45, 47, 49	2	7	2, 35, 42
5	Account Executive Position posted: 5/17/16 Position filled: 6/20/16	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45, 47, 49	35, 42	7	35, 42, 47
6	Account Executive Position posted: 5/17/16 Position filled: 6/27/16	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45, 47, 49	49	7	35, 42, 47

7	General Sales Manager Position posted: 6/7/16 Position filled: 7/14/16	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45, 47, 50	50	4	35, 42, 50
8	Digital Content Manager Position posted: 8/2/16 Position filled: 8/19/16	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45	42	3	35, 42, 11
9	Sales Assistant Position posted: 8/10/16 Position filled: 9/5/16	2, 3, 4, 5, 7, 8, 11, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 31, 34, 35, 39, 40, 42, 43, 44, 45, 47	47	3	47, 42
10	MMJ/Fill-in Anchor Position posted: 6/1/2016 Position filled: 9/26/16	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45	43	5	11, 42, 43, 39
11	Morning News Producer Position posted: 9/26/16 Position filled: 12/12/16	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45	39, 43	4	21, 22, 28, 42, 43
12	Weekend News Anchor/MMJ Position posted: 9/27/16 Position filled 12/18/16	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45	35	3	42, 39, 35
13	Assignment Editor/MMJ Position posted: 11/29/16 Position filled: 1/2/17	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45	42	3	35, 42
14	Promotions Editor Position posted: 1/2/17 Position filled: 1/20/17	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45	43	1	43

*See codes listed below under Recruitment Sources

Total Number Interviewed During Period: 60

WKTV - NEWSChannel 2, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at the station. We seek the help of local organizations in referring qualified applicants to our station. Organizations that wish to receive our vacancy information should contact our Business Manager, NEWSChannel 2 by calling (315) 733-0404 or by writing to FCC EEO Officer, NEWSChannel 2, 5936 Smith Hill Rd, Utica, NY 13503. Below is the station's current active list:

*Recruitment Sources 2/1/16 - 1/31/17

Code No.	Recruitment Source (Name, Address, Contact Person, Phone Number)	Total Number of Interviewees Referred by Source During Recruiting Period	Full Time Positions For Which This Source Was Utilized
1	Oneida County Veterans Services 800 Park Ave. Utica, NY 13501 (315) 798-5830	0	12
2	Working Solutions One Stop Center New York State Office Building, 1st Floor 207 Genesee Street Utica, NY 13501 Phone: (315) 793-2219 Fax: (315) 793-6340 Does_Utica@labor.state.ny.us	1	14
3	Working Solutions One Stop Center 320 N. Prospect Street Herkimer, New York 13350 Phone: (315) 867-1400 hceta@herkimercounty.org	0	14
4	Working Solutions One Stop Center 1006 Oneida Plaza Drive Oneida, New York 13421 Phone: (315) 363-2400 Fax: (315) 363-4545 madet@co.madison.ny.us	0	14
5	SUNY College at Oneonta 108 Ravine Parkway Oneonta, NY 13820 Phone: 607-436-3500	0	14
6	Lyndon State College Department of Atmospheric Sciences P. O. Box 919 Lyndonville, VT 05851 Phone: 802-626-6238 lsc-metchair@lyndonstate.edu	0	0
7	Herkimer County Community College Career Counseling Services 100 Reservoir Rd., RMCC 265 Herkimer, NY 13350 Phone: 315-866-0300 x8284 Fax: 315-866-0706	0	14
8	Utica School of Commerce 201 Bleecker Street Utica, NY 13501 Phone: 1-800-321-4872 Fax: 315-733-9281	0	14

9	SUNY IT Attn: Anthony Panebianco 100 Seymour Road Utica, NY 13502 Phone: 315-792-7500	0	12
10	Mohawk Valley Community College 1101 Sherman Drive Utica, NY 13501 Phone: 315-792-5400	0	12
11	Syracuse University S.I. Newhouse School of Communications Career Development Center 215 University Place Syracuse, NY 13244-2100 belichti@syr.edu	2	14
12	Penn State University Department of Meteorology 503 Walker Building University Park, PA 16802-5013 Phone: 814-865-0478 Fax: 814-865-9429 meteojobs@meteo.psu.edu	0	0
13	SUNY at Albany DAES-ES351 Albany, NY 12222 Phone: 518-442-4556 Fax: 518-442-5825	0	0
14	NAACP - Utica Chapter 1212 Seymour Ave. Utica, NY 13501-4006l Phone: 315-765-0983 uticanaacp@aol.com	0	14
15	NAACP - Utica Chapter 6068 Shed Road Rome, NY 13440 Phone: 315-337-0407	0	14
16	NAACP - Syracuse. P.O. Box 397 Syracuse, NY 13205 Phone: 315-422-6933	0	14
17	Mohawk Valley Community Action Agency 1721 Black River Blvd. Rome, NY 13440 Phone: 315-339-2649 Fax: 315-336-0749	0	14

18	Mohawk Valley Community Action Agency 401 E. German Street Herkimer, NY 13350 Phone: 315-866-0030 Fax: 315-866-2523	0	2
19	Mohawk Valley Community Action Agency 1100 Miller Street Utica, NY 13501 Phone: 315-733-4873 Fax: 315-733-8928	0	13
20	Hamilton College 198 College Hill Road Clinton, NY 13323 Phone: 315-859-4011	0	14
21	SUNY Oswego 7060 Route 104 Oswego, NY 13126-3599 Phone: 315-312-3065	1	9
22	Utica College Office of Career Services 1600 Burrstone Road Utica, NY 13502 Phone: 315-792-3087 Fax: 315-792-3370 careerservices@utica.edu	1	14
23	NYS Teamsters - Local 182 110 Lomond Court Utica, NY 13502 315-724-3111	0	14
24	MV Resource Center for Refugees 309 Genesee Street Utica, NY 13501 Phone: 315-738-1083 Fax: 315-738-1168 info@mvrccr.org	0	14
25	Colgate University 13 Oak Drive. Hamilton, NY 13346 Phone: 315-228-1000	0	14

26	NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203 Phone: 518-456-8888 Fax: 518-456-8943 info@nysbroadcasters.org	0	14
27	Neighborhood Center 293 Genesee Street Utica, NY 13501 Phone: 315-272-2600	0	14
28	Ithaca College Ithaca, NY 14850 Phone: 607-274-3590	1	14
29	Cornell University 1123 Bradfield Hall Ithaca, NY 14853 Phone: 607-255-3034	0	0
30	NYS Education Department VESID 207 Genesee Street Utica, NY 13501 Phone: 315-793-2536 Fax: 315-793-2724	0	12
31	Utica Community Action 253 Genesee Street Utica, NY 13501 Phone: 315-797-6473	0	14
32	SUNY Brockport Dept. of Earth Sciences Lennon Hall 350 New Campus Drive Brockport, NY 14420 Phone: 585-395-2636	0	0
33	Frank N. Magid & Associates, Inc. 1775 Broadway, Suite 1401 New York, NY 10019 Phone: 212-515-4520 Fax: 212-515-4540 newyork@magid.com	0	12

34	WKTV Attn: Human Resources P.O. Box 2 Utica, NY 13503 Phone: 315-733-0404	0	14
	INTERNET SITES & OTHER		
35	www.wktv.com	9	14
36	www.regionalhelpwanted.com	0	0
37	www.spotsndots.com	0	0
38	www.magid.com	0	12
39	www.tvjobs.com	4	14
40	www.medialine.com	1	14
41	www.sbe.org	0	0
42	Word of Mouth	13	14
43	In-House Postings	3	14
44	Walk-In Applicants	0	14
45	Job Fairs	0	14
46	SUNY at Alfred 10 Upper College Drive Alfred, NY 14802 Phone: 607-587-4060	0	0
47	http://www.ziprecruiter.com	4	6
48	http://www.jobrapido.com	0	0
49	Staffworks 600 French Road New Hartford , NY 13413 315-735-5050	0	3

50	NewsCheckMedia LLC 24 West Lancaster Ave., Suite 205 Ardmore, PA 19003	1	1
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Below is a list of activities the station has participated in during this current reporting period. FCC EEO Menu Initiatives

The new rules also require media employers to participate in longer-term recruitment initiatives by engaging in a minimum number of initiatives set forth in the rules such as job fairs, training, mentoring or participating in events sponsored by organizations interested in broadcast and employment issues.

February 2016:

Newsroom hosted one New Visions intern from OHM BOCES.

Newsroom hosted one student job shadow from OHM BOCES.

Newsroom hosted a tour group from the Herkimer ARC.

Kristen Copeland spoke at a Boy Scouts broadcasting badge event.

Kristen Copeland emceed "Dance the Night Away" for the Good News Center.

Newsroom hosted a tour group from the Office of People with Developmental Disabilities in Rome.

March 2016:

Kristen Copeland read to students as part of "Read Across America Day".

News Staff and other WKTV Personnel participated in Utica's Annual St. Patrick's Day Parade.

News Staff and other personnel took part in America's Greatest Heart Run and Walk.

Newsroom hosted a tour group from the Herkimer ARC.

Newsroom hosted a tour group from the Office of People with Developmental Disabilities in Rome.

Newsroom hosted a tour group of homeschool students.

Newsroom hosted two student job shadows from Proctor High School.

April 2016:

Kristen Copeland and Steve McMurray participated in a wheelchair basketball game raising money for adaptive sports at Utica College.

Bill Kardas participated in a career day at New York Mills High School.

Don Shipman took part in a career day at Gansevoort Elementary School in Rome.

Bill Kardas conducted "weather school" at OHM BOCES.

Bill Kardas conducted "weather school" at Herkimer BOCES.

Newsroom hosted a tour group of students from Central Valley Academy.

Newsroom hosted a tour group of homeschool students.

May 2016:

One Utica College intern completed her spring internship with WKTV.

Newsroom hosted a tour group of students from Mt. Markham High School.

Jeremy Ryan spoke to 4-H Govt. Intern Program in Oneida County.

Bill Kardas took part in a career day at Proctor High School in Utica.

Katrina Smith took part in a career day at John F. Kennedy Middle School in Utica.

June 2016:

Various WKTV staff take part in United Way Fundraiser at Saranac Thursday event.
Spencer Davidson threw out the first pitch at a Utica Blue Sox game in Utica.

July 2016:

Spencer Davidson sat in a dunk tank at the Herkimer Diamond Festival to raise money for charity.
Four WKTV news staff members ran in the Boilermaker Road Race in Utica.
Newsroom hosted a tour group from the Herkimer ARC.
Newsroom hosted a tour group from the Herkimer BOCES IT class.

August 2016:

Newsroom hosted a tour of Troop 111 Boy Scouts from Whitesboro.
Newsroom hosted a tour group from the ARC of Oneida County.

September 2016:

Newsroom hosted a tour group from Richfield Springs High School.
Katrina Smith took part in a career exploration day at Jarvis Middle School in Ilion.
Jill Reale took part in a career day at the Utica School of Commerce in Utica.

October 2016:

Bill Kardas spoke to a weather training class in Oriskany.
Bill Kardas spoke to a DPW public safety meeting in Utica.
Bill Kardas spoke to a "weather school" class in Westmoreland.
Bill Kardas took part in the "Gourmet Guys to the Rescue" fundraiser in Whitesboro.
Newsroom hosted a student from OHM BOCES.

November 2016:

Jeremy Ryan spoke to 4-H Govt. Intern Program at the Oneida County Office Building.
Newsroom hosted four OHM BOCES students for a day of job shadowing.
Bill Kardas spoke at Hamilton College in Clinton.
Jason Powles took part in a career day at Sauquoit Middle School.
Bill Kardas spoke to a third grade class at Westmoreland Road Elementary School in Whitesboro.
Bill Kardas and Jill Reale spoke at the MVCC Cultural Series on the topic of winter weather.
Jeremy Ryan, Kristen Copeland, Jason Powles, Bill Kardas, Rachel Murphy, Don Shipman, Jill Reale, and other news personnel appear at Stuff the Bus Campaign stops raising money and toys for less fortunate children

December 2016:

Bill Kardas took part in a career day presentation at Utica School of Commerce.
Spencer Davidson, Audrey Russo, Katrina Smith, Bill Kardas, Jill Reale, and other news personnel appear at Stuff the Bus Campaign stops raising money and toys for less fortunate children.
Newsroom hosted three OHM BOCES students for two days of job shadowing.
Joleen Ferris participated in School and Business Alliance breakfast and career day at Oneida Co. BOCES.
Newsroom hosted a tour group from Vernon-Verona-Sherrill High School.

January 2016:

Spencer Davidson spoke to a class at Clinton High School.

Newsroom hosted a tour group from ARC Otsego.

Newsroom hosted a tour group of homeschool students.

Newsroom hosted an intern from Herkimer College.

Newsroom hosted two OHM BOCES students for two days (one each) of job shadowing.

Newsroom hosted two Syracuse University students for weeklong job shadows.

Newsroom hosted one Ithaca College student for several days of job shadows.

Also, WKTV provides its on-air news personnel counseling and training with in-person visits three times a year from the station's news consultant, Frank N. Magid & Associates. In between visits, counseling is provided via digital feedback and coaching.