

WKTV - NEWSChannel 2 - UTICA, NY**Annual EEO PUBLIC FILE REPORT February 1, 2015 – January 31, 2016****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 2/1/15 - 1/31/16

	Full Time Position	Recruitment Sources Used (code)*	Recruitment Source for Successful Candidate (code)*	Total Number Interviewed From All Sources	Source for Interviewees
1	Sports Director Position open: 7/10/15 Position Filled: 8/1/15	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	43	1	43
2	Assignment Editor/Producer Position open: 7/7/15 Position filled: 10/14/15	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	43	5	43, 42, 35
3	Weekend Sports Anchor/News MMJ Position Open: 7/21/15 Position filled: 9/3/15	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	35	5	11,39
4	Morning News Producer Position Open: 9/8/15 Position Filled: 9/24/15	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	39	4	22, 39, 43, 35
5	Administrative Assistant Position Open: 4/1/15 Position Filled: 5/22/15	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 14, 15, 16, 17, 19, 20, 22, 23, 24, 25, 26, 27, 28, 30,	43	1	43

		31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45, 47			
6	Accountant Position Open: 8/12/15 Position Filled: 10/19/15	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	3	49
7	Account Executive Position Open: 2/13/15 Position Filled: 4/10/15	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	42	5	42, 43, 47, 35
8	Account Executive Position Open: 2/13/15 Position Filled: 4/20/15	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	42	5	42, 43, 35, 47
9	Sales Assistant Position Opened: 4/10/15 Position Filled: 4/27/15	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	42	2	42, 47
10	Traffic Manager Position Opened: 6/19/15 Position Filled: 7/3/15	1, 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	42	2	42, 47
11	Account Executive Position Opened: 10/23/15 Position Filled: 11/23/15	1, 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	4	42, 47, 35
12	Digital Sales Manager Position Opened: 9/18/2015 Position Filled 11/30/2015	1, 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	43	1	43
13	Local Sales Manager Position Opened: 9/18/2015 Position Filled: 11/18/2015	1, 2, 3, 4, 5, 7, 8, 11, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 31,	42	1	42

		34, 35, 39, 40, 42, 43, 44, 45, 47			

*See codes listed below under Recruitment Sources

Total Number Interviewed During Period: 39

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 2/1/15 - 1/31/16

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	0	13
3	Working Solutions One Stop Center 320 N. Prospect Street Herkimer, New York 13350 Phone: (315) 867-1400 hceta@herkimercounty.org	0	13
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	13

5	SUNY College at Oneonta 108 Ravine Parkway Oneonta, NY 13820 Phone: 607-436-3500	0	13
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	13
8	Utica School of Commerce 201 Bleecker Street Utica, NY 13501 Phone: 1-800-321-4872 Fax: 315-733-9281	0	13
9	SUNY IT Attn: Anthony Panebianco 100 Seymour Road Utica, NY 13502 Phone: 315-792-7500	0	8
10	Mohawk Valley Community College 1101 Sherman Drive Utica, NY 13501 Phone: 315-792-5400	0	8
11	Syracuse University S.I. Newhouse School of Communications Career Development Center 215 University Place Syracuse, NY 13244-2100 belichti@syr.edu	1	13
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 13501-40061 Phone: 315-765-0983 uticanaacp@aol.com	0	13
15	NAACP - Utica Chapter 6068 Shed Road Rome, NY 13440 Phone: 315-337-0407	0	13
16	NAACP - Syracuse. P.O. Box 397 Syracuse, NY 13205 Phone: 315-422-6933	0	13
17	Mohawk Valley Community Action Agency 1721 Black River Blvd. Rome, NY 13440 Phone: 315-339-2649 Fax: 315-336-0749	0	13
18	Mohawk Valley Community Action Agency 401 E. German Street Herkimer, NY 13350 Phone: 315-866-0030 Fax: 315-866-2523	0	5
19	Mohawk Valley Community Action Agency 1100 Miller Street Utica, NY 13501 Phone: 315-733-4873 Fax: 315-733-8928	0	8
20	Hamilton College 198 College Hill Road Clinton, NY 13323 Phone: 315-859-4011	0	13
21	SUNY Oswego 7060 Route 104 Oswego, NY 13126-3599 Phone: 315-312-3065	0	5
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	13
23	NYS Teamsters - Local 182 110 Lomond Court Utica, NY 13502 315-724-3111	0	13
24	MV Resource Center for Refugees 309 Genesee Street Utica, NY 13501	0	13

	Phone: 315-738-1083 Fax: 315-738-1168 info@mvr-cr.org		
25	Colgate University 13 Oak Drive. Hamilton, NY 13346 Phone: 315-228-1000	0	13
26	NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203 Phone: 518-456-8888 Fax: 518-456-8943 info@nysbroadcasters.org	0	13
27	Neighborhood Center 293 Genesee Street Utica, NY 13501 Phone: 315-272-2600	0	13
28	Ithaca College Ithaca, NY 14850 Phone: 607-274-3590	0	13
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	8
31	Utica Community Action 253 Genesee Street Utica, NY 13501 Phone: 315-797-6473	0	13
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	8
34	WKTV Attn: Human Resources P.O. Box 2	0	13

	Utica, NY 13503 Phone: 315-733-0404		
	INTERNET SITES & OTHER		
35	www.wktv.com	5	13
36	www.regionalhelpwanted.com	0	0
37	www.spotsndots.com	0	0
38	www.magid.com	0	8
39	www.tvjobs.com	2	13
40	www.medialine.com	0	13
41	www.sbe.org	0	0
42	Word of Mouth	7	13
43	In-House Postings	7	13
44	Walk-In Applicants	0	13
45	Job Fairs	0	13
46	SUNY at Alfred 10 Upper College Drive Alfred, NY 14802 Phone: 607-587-4060	0	0
47	http://www.ziprecruiter.com	5	13
48	http://www.jobrapido.com	0	0
49	Staffworks 600 French Road New Hartford , NY 13413 315-735-5050	1	1

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.

Below is a list of activities the station has participated in during this current reporting period.

February 2015:

Newsroom hosts one New Visions intern for OHM BOCES.

Newsroom hosted one student job shadow from OHM BOCES.

Newsroom hosted a tour of the “life skills” group at OHM BOCES.

Katrina Smith spoke at a career day at Thomas Jefferson Elementary School in Utica.

Bill Kardas appears at Benton Hall Academy in Little Falls.

Bill Kardas appears at Barringer Road Elementary School in Ilion.

Kristen Walsh emceed “Dance the Night Away” for the Good News Center.

March 2015:

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

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

Kristen Walsh emceed the Zonta Brunch cancer fundraiser in Whitesboro.

Bill Kardas spoke at Upstate Cerebral Palsy in Chadwicks.

Newsroom hosted two tours of students from Herkimer BOCES.

Newsroom hosted two student job shadows from Proctor High School.

Weather department hosted a job shadow from Vernon-Verona-Sherrill High School.

April 2015:

Bill Kardas visited Notre Dame Elementary School in Utica.

Kristen Walsh 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 of Girl Scouts from Troop 20528 in Utica, Ilion, and Mohawk.

May 2015:

Jeremy Ryan speaks 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 2015:

Various WKTV staff take part in United Way Fundraiser at Saranac Thursday event.

July 2015:

Newsroom hosted a summer intern from Cazenovia College.

August 2015:

September 2015:

Skyler Srivastava appeared at a community fundraiser for the Utica Rescue Mission.

October 2015:

Jill Reale gave a weather presentation to third graders at Mt. Upton School District in Gilbertsville.

Bill Kardas spoke to a weather training class in Oriskany.

Bill Kardas spoke to a “weather school” class in Westmoreland.

November 2015:

Joleen Ferris took part in a fashion show to raise money for Upstate Cerebral Palsy.

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

Jill Reale read to preschoolers at Half Pint Nursery School.

WKTV hosted two OHM BOCES students for a day of job shadowing.

Jill Reale and Jason Powles hosted an a cappella competition to benefit the Herkimer Drama Club.

Bill Kardas spoke at the Oneida County Highway Superintendents’ monthly meeting.

Bill Kardas took part in a career day at Sauquoit Middle School.

Kristen Copeland, Jason Powles, Bill Kardas, Rachel Murphy, Skyler Srivastava, Don Shipman, and Jill Reale appear at Stuff the Bus Campaign raising money and toys for less fortunate children.

December 2015:

Bill Kardas took part in a career day presentation at Utica School of Commerce.

Anthony Notarile, Keith Hunt, Christy Landry-Pitcher, Spencer Davidson, and Joleen Ferris appear at Stuff the Bus Campaign raising money and toys for less fortunate children.

WKTV 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.

Spencer Davidson spoke to a high school class at Proctor High School in Utica.

January 2016:

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

Steve McMurray emceed Genesis Group Community Forum.

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.