

WKTV
EEO Public File Report
2/1/2022 - 1/31/2023

I. VACANCY LIST

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

Full Time Position	Recruitment Sources Used (code)	Recruitment Source Referring Hire
Account Executive	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 39, 40, 42, 43, 44, 45, 47, 51, 52, 53	42
Producer/Assignment Editor	1, 2, 3, 4, 5, 7, 9, 10, 11, 12, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 34, 35, 39, 40, 41, 42, 43, 44, 45	22
MMJ	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 39, 40, 42, 43, 44, 45	35
Weekend Anchor/Producer/MMJ	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 34, 35, 39, 40, 41, 42, 43, 44, 45	21
TMP	1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 34, 35, 39, 40, 41, 42, 43, 44, 45	43
AM Producer	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 34, 35, 39, 40, 41, 42, 43, 44, 45	35
MMJ	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 34, 35, 39, 40, 41, 42, 43, 44, 45	35

Sales Strategy Manager	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 39, 40, 42, 43, 44, 45, 47, 51, 52, 53	43
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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Total Number of Interviewees Referred by Source During Recruiting Period
1	Oneida County Veterans Services 800 Park Ave. Utica, NY 13501 (315) 798-5830	No	0
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	No	0
3	Working Solutions One Stop Center 320 N. Prospect Street Herkimer, New York 13350 Phone: (315) 867-1400 hceta@herkimercounty.org	No	1
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	No	0
5	SUNY College at Oneonta 108 Ravine Parkway Oneonta, NY 13820 Phone: 607-436-3500	No	0
6	Lyndon State College Department of Atmospheric Sciences P. O. Box 919 Lyndonville, VT 05851 Phone: 802-626-6238 lsc-metchair@lyndonstate.edu	No	0

No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Total Number of Interviewees Referred by Source During Recruiting Period
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	No	0
8	Utica School of Commerce 201 Bleecker Street Utica, NY 13501 Phone: 1-800-321-4872 Fax: 315-733-9281	No	0
9	SUNY IT Attn: Anthony Panebianco 100 Seymour Road Utica, NY 13502 Phone: 315-792-7500	No	0
10	Mohawk Valley Community College 1101 Sherman Drive Utica, NY 13501 Phone: 315-792-5400	No	0
11	Syracuse University S.I. Newhouse School of Communications Career Development Center 215 University Place Syracuse, NY 13244-2100 belichti@syr.edu	No	2
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	No	0

No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Total Number of Interviewees Referred by Source During Recruiting Period
13	SUNY at Albany DAES-ES351 Albany, NY 12222 Phone: 518-442-4556 Fax: 518-442-5825	No	1
14	NAACP - Utica Chapter 1212 Seymour Ave. Utica, NY 13501-40061 Phone: 315-765-0983 uticaaACP@aol.com	No	0
15	NAACP - Utica Chapter 6068 Shed Road Rome, NY 13440 Phone: 315-337-0407	No	0
16	NAACP - Syracuse. P.O. Box 397 Syracuse, NY 13205 Phone: 315-422-6933	No	0
17	Mohawk Valley Community Action Agency 1721 Black River Blvd. Rome, NY 13440 Phone: 315-339-2649 Fax: 315-336-0749	No	0
18	Mohawk Valley Community Action Agency 401 E. German Street Herkimer, NY 13350 Phone: 315-866-0030 Fax: 315-866-2523	No	0
19	Mohawk Valley Community Action Agency 1100 Miller Street Utica, NY 13501 Phone: 315-733-4873 Fax: 315-733-8928	No	0
20	Hamilton College 198 College Hill Road Clinton, NY 13323 Phone: 315-859-4011	No	0

No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Total Number of Interviewees Referred by Source During Recruiting Period
21	SUNY Oswego 7060 Route 104 Oswego, NY 13126-3599 Phone: 315-312-3065	No	2
22	Utica College Office of Career Services 1600 Burrstone Road Utica, NY 13502 Phone: 315-792-3087 Fax: 315-792-3370 careerservices@utica.edu	No	1
23	NYS Teamsters - Local 182 110 Lomond Court Utica, NY 13502 315-724-3111	No	0
24	MV Resource Center for Refugees 309 Genesee Street Utica, NY 13501 Phone: 315-738-1083 Fax: 315-738-1168 info@mvrer.org	No	0
25	Colgate University 13 Oak Drive. Hamilton, NY 13346 Phone: 315-228-1000	No	0
26	NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203 Phone: 518-456-8888 Fax: 518-456-8943 info@nysbroadcasters.org	No	0
27	Neighborhood Center 293 Genesee Street Utica, NY 13501 Phone: 315-272-2600	No	0

No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Total Number of Interviewees Referred by Source During Recruiting Period
28	Ithaca College Ithaca, NY 14850 Phone: 607-274-3590	No	0
29	Cornell University 1123 Bradfield Hall Ithaca, NY 14853 Phone: 607-255-3034	No	0
30	NYS Education Department VESID 207 Genesee Street Utica, NY 13501 Phone: 315-793-2536 Fax: 315-793-2724	No	0
31	Utica Community Action 253 Genesee Street Utica, NY 13501 Phone: 315-797-6473	No	0
32	SUNY Brockport Dept. of Earth Sciences Lennon Hall 350 New Campus Drive Brockport, NY 14420 Phone: 585-395-2636	No	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	No	0
34	WKTV Attn: Human Resources P.O. Box 2 Utica, NY 13503 Phone: 315-733-0404	No	0
35	Station Website www.wktv.com	No	8

No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Total Number of Interviewees Referred by Source During Recruiting Period
36	Regional Help Wanted www.regionalhelpwanted.com	No	0
37	Spots and Dots www.spotsndots.com	No	0
38	Magid www.magid.com	No	0
39	TV Jobs www.tvjobs.com	No	2
40	Media Line www.medialine.com	No	0
41	Society of Broadcast Engineers www.sbe.org	No	0
42	Word of Mouth	No	3
43	In-House Postings	No	3
44	Walk-In Applicants	No	0
45	Job Fairs	No	1
46	SUNY at Alfred 10 Upper College Drive Alfred, NY 14802 Phone: 607-587-4060	No	0
47	Zip Recruiter http://www.ziprecruiter.com	No	0
48	Job Rapido http://www.jobrapido.com	No	0

No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Total Number of Interviewees Referred by Source During Recruiting Period
49	Staffworks 600 French Road New Hartford , NY 13413 315-735-5050	No	0
50	NewsCheckMedia LLC 24 West Lancaster Ave., Suite 205 Ardmore, PA 19003	No	0
51	Linked In http://www.linkedin.com	No	0
52	Indeed http://www.indeed.com	No	0
53	Facebook https://facebook.com	No	0
Total Number of Interviewees:			24

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in events or programs sponsored by educational institution/community organization relating to career opportunities in broadcasting.	On February 1, 2022, our Evening News Anchor participated in the Genesis Group Career at Frankfort-Schuyler Central School District about careers in Broadcast Journalism.
2	Participate in events or programs sponsored by educational institution/community organization relating to career opportunities in broadcasting.	On February 10, 2022 News Anchor/Producer speaks to Spring Semester Journalism students at Utica College regarding careers in Broadcast Journalism.
3	Participation in job fairs	On March 2, 2022, our General Manager participated in a Utica College virtual Career Fair open to all students
4	Participate in events or programs sponsored by educational institution/community organization relating to career opportunities in broadcasting.	On April 5, 2022, our Chief Meteorologist spoke with Spring Semester Climatology students at Herkimer College about science and other education requirements for meteorological careers.
5	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	On May 3, 2022 our General Manager spoke with Spring Semester Broadcast Journalism at Utica College regarding careers in Broadcast Journalism and reviewed resumes and demo reels with them.
6	Participate in events or programs sponsored by educational institution/community organization relating to career opportunities in broadcasting.	On May 5, 2022 our Anchor/Producer spoke with Spring Semester Sports Journalism Students about Careers in Broadcast Journalism with a concentration in sports.
7	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	On Aug. 18, 2022 multiple station personnel hosted incoming Hamilton College freshmen from out of state for a studio tour and meeting regarding careers in the Broadcast and Digital Journalism
8	Participate in events/programs sponsored by or on behalf of	On Sept. 13, 2022 our Chief Meteorologist spoke with Fall Semester Climatology Students at Herkimer College about science

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	educational institutions related to careers in broadcasting	and other education requirements for broadcast meteorological careers
9	Participate in events or programs sponsored by educational institution/community organization relating to career opportunities in broadcasting.	On September 21, 2022, our General Manager attended New York State Broadcasters Association "Serving the Public" luncheon meeting with numerous area college journalists about careers in the broadcast journalism industry.
10	Participate in events or programs sponsored by educational institution/community organization relating to career opportunities in broadcasting.	On October 19, 2022 our General Manager hosted high school Seniors in Oneida Co. BOCES Communications/Design program for studio tour and meeting regarding careers in Broadcast Journalism.
11	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	On October 22, 2022 our Operations Manager hosted high school Seniors in Oneida Co. BOCES Communications/Design program for studio tour and meeting regarding careers in Broadcast Journalism
12	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	On Nov. 10, 2022 our News Anchor/Producer spoke with Fall Semester Television Sportscast students at Utica University regarding careers in Broadcast Journalism with a concentration in Sports.
13	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	On Dec. 19, 2022 our Morning Meteorologist spoke with Clinton High School Students about careers in Broadcast Meteorology while also judging Science Fair entries.
14	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	On November 10, 2021, our News Anchor/Producer speaks with Fall Semester Television Sportscast students at Utica College regarding careers in Broadcast Journalism with a concentration in Sports
15	Participation in events sponsored by community groups	On January 11, 2023, our General Manager attends meeting of Community Engagement Team with area community service, non-profit, and outreach agencies to serve all components of the community.
16	Participation in events sponsored by community groups	On January 13, 2023, our senior news reporter met with students from Rome Free Academy and the NAACP Rome Chapter as part of the Student-Centered Community Journalism Program.
17	Participate in events/programs sponsored by or on behalf of	On January 18, 2023 our General Manager hosted students from OHM BOCES for a studio tour and to discuss careers in the broadcast journalism field.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	educational institutions related to careers in broadcasting	