

WCDC-TV, WTEN-TV, WXXA-TV***EEO PUBLIC FILE REPORT****February 1, 2015 - January 31, 2016****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter	1, 3-4, 14-17, 19-20, 23, 25-26, 31, 33, 35	14
Senior Producer	1, 5-12, 15, 17-20, 22-23, 25-26, 29, 35	18
Meteorologist	1, 14-15, 17, 19-20, 23, 25-26, 35	14
Account Executive - WXXA	1, 5-8, 12, 14-15, 17, 19, 22-23, 26, 35	14
Account Executive - WXXA	1, 5-8, 12, 14-15, 17, 19, 22-23, 26, 35	14
Morning Anchor	1, 15, 17-20, 23, 25, 35	18
General Sales Manager	2, 14-15, 17, 19, 23, 30, 34-35	14
Chief Photojournalist	1, 5-7, 9-10, 12, 15, 17-20, 23, 25-26, 35	18
Producer	1, 5-7, 9-10, 12, 14-15, 17, 19, 23, 26, 35	14
Reporter	1, 3, 13-17, 19, 23, 26, 28, 31-32, 35	14
Reporter	1, 5, 14, 17, 19, 23, 25-26, 35	19
Station Operation Manager	1-2, 5, 14-15, 17, 19, 22-23, 25-26, 34-35	19
Account Executive - WXXA	1, 5-8, 12, 15, 17, 19, 22-23, 26, 35	19
Digital Content Producer	1, 15, 17-20, 22-23, 25-26, 35	18
News Director	1-2, 5, 14-15, 17, 19, 22-23, 25-26, 35	14
Digital Traffic Specialist	1, 5, 15, 17, 19, 22-23, 25-26, 35	5
Reporter	1, 3-5, 9, 14-17, 19-20, 23, 25-26, 31, 35	19
Producer	1, 5-7, 9-10, 12, 15, 17, 19, 22-26, 33-35	24
Manager of Online Content	1, 15, 17-19, 22-25, 35-36	24
Reporter	1, 3, 5, 9, 15-17, 19, 23, 25-26, 31, 35	19
AM Meteorologist	1, 14, 17, 19, 22-23, 25-26, 35	14
Photog/MMJ	1, 5-7, 9-10, 12, 14, 19, 22-23, 25-26, 35-36	14
Producer	1, 5-7, 9-10, 12, 14, 17-19, 22-23, 25-26, 35	23
Account Executive - WXXA	1, 5-8, 12, 15, 17, 19, 22-23, 26, 35	19
Reporter	1, 3, 5, 9, 15-17, 19, 23, 25-26, 31, 35	23
Assignment Editor	5-12, 15, 17-18, 23, 25	23
Reporter	1, 14, 17, 19, 23, 26, 35	14
Digital Account Executive	1, 4-13, 15, 17, 19-21, 25-27, 30, 32, 34	19

WCDC-TV, WTEN-TV, WXXA-TV***EEO PUBLIC FILE REPORT****February 1, 2015 - January 31, 2016****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	1, 5-6, 9-10, 12-13, 15, 17-19, 22-23, 25-26, 28, 32, 35	18
Art Director	1, 5, 14, 17, 19, 22-23, 25-26, 35	19
Promotions Producer/Editor	5-6, 10, 12, 17-19, 22-23, 25, 35	18
Photog/MMJ	1, 5-6, 10, 17, 19, 22-23, 25-26, 35	23
Photog/MMJ	5-6, 10, 14, 17-19, 22-23, 26, 35	18
Main Anchor	17, 19, 22-23, 26, 33, 35	33
Assignment/Web Editor	14-15, 17-19, 22-23, 25-26, 35	18
Technical Media Operator	1, 5-12, 15, 17-19, 21-23, 25-26, 35	18
Technical Media Operator	1, 9, 17, 19, 22-23, 25-26, 35	23
Producer	1, 5, 14, 17, 19, 23, 25-26, 35	14
Producer	1, 5, 14, 17-19, 23, 25-26, 35	18
Full Time Technical Media Operator	1, 17, 19, 21-23, 25-27, 35	23
Full Time Technical Media Operator	1, 17, 19, 21-23, 25-26, 35	23

* for vacancies filled pursuant to joint sales agreement and shared services agreement

WCDC-TV, WTEN-TV, WXXA-TV**EEO PUBLIC FILE REPORT****February 1, 2015 - January 31, 2016****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	Albany Chamber - JobZone 5 Computer Drive South Albany, New York 12205 Phone : 518 431 1400 Url : http://albany.myjobzone.net/index.asp Lindsay Heller Manual Posting	N	0
2	Broadcasting & Cable 28 East 28th Street 12th floor New York, New York 10016 Phone : 888 575 9675 Url : http://www.broadcastingcable.com/ Email : support@jobtarget.com Jobs Listing	N	0
3	CareerBuilder.com 200 N. LaSalle St. Ste. 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Jobs Listing Manual Posting	N	0
4	College of St. Rose 434 Western Ave Albany, New York 12203 Phone : 518 454 5141 Url : http://www.strose.edu/campuslife/career_center Email : borcherk@strose.edu Kailah Borchers	N	0
5	Craig's List/Albany, NY Portal 222 Sutter St. 9th Floor SanFrancisco, California 94108 Phone : 800-664-0633 Url : https://albany.craigslist.org/ Jobs Listing Manual Posting	N	2
6	Craig's List/Binghamton, NY Portal 222 Sutter St. 9th Floor SanFrancisco, California 94108 Phone : 800-664-0633 Url : https://binghamton.craigslist.org/ Jobs Listing Manual Posting	N	0

WCDC-TV, WTEN-TV, WXXA-TV**EEO PUBLIC FILE REPORT****February 1, 2015 - January 31, 2016****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
7	Craig's List/Buffalo, NY Portal 222 Sutter St. 9th Floor SanFrancisco, California 94108 Phone : 800-664-0633 Url : https://buffalo.craigslist.org/ Jobs Listing Manual Posting	N	0
8	Craig's List/Plattsburgh, NY Portal 222 Sutter St. 9th Floor SanFrancisco, California 94108 Phone : 800-664-0633 Url : https://plattsburgh.craigslist.org/ Jobs Listing Manual Posting	N	0
9	Craig's List/Rochester, NY Portal 222 Sutter St. 9th Floor SanFrancisco, California 94108 Phone : 800-664-0633 Url : https://rochester.craigslist.org/ Jobs Listing Manual Posting	N	0
10	Craig's List/Syracuse, NY Portal 222 Sutter St. 9th Floor SanFrancisco, California 94108 Phone : 800-664-0633 Url : https://syracuse.craigslist.org/ Jobs Listing Manual Posting	N	0
11	Craig's List/Utica, NY Portal 222 Sutter St. 9th Floor SanFrancisco, California 94108 Phone : 800-664-0633 Url : https://utica.craigslist.org/ Jobs Listing Manual Posting	N	0
12	Craig's List/Western Mass Portal 222 Sutter St. 9th Floor SanFrancisco, California 94108 Phone : 800-664-0633 Url : https://westernmass.craigslist.org/ Jobs Listing Manual Posting	N	0

WCDC-TV, WTEN-TV, WXXA-TV**EEO PUBLIC FILE REPORT****February 1, 2015 - January 31, 2016****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
13	Dr. King Career Fair State Office Campus Bldg 12 Room 169 Albany, New York 12240 Phone : 518 457 1504 Url : http://www.labor.ny.gov Email : brian.suedkamp@labor.ny.gov Brian Suedkamp	N	0
14	Employee Referral	N	28
15	fox23news.com 341 Northern Blvd. Albany, New York 12204 Phone : 518 433 2692 Url : http://www.fox23news.com Courtney Ward Manual Posting	N	0
16	Indeed.com 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-328-2691 Url : http://www.indeed.com Jobs Listing Manual Posting	N	0
17	Internal Memo 341 Northern Blvd. Albany, New York 12204 Phone : 518 433 4299 Url : http://www.news10.com Christa Burke Manual Posting	N	0
18	Internal Transfer/Promotion	N	16
19	Media General Website 333 E. Franklin Street Richmond, Virginia 23219 Phone : 518 433 4299 Url : http://www.mediageneral.com Christa Burke Manual Posting	N	41

WCDC-TV, WTEN-TV, WXXA-TV**EEO PUBLIC FILE REPORT****February 1, 2015 - January 31, 2016****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
20	Medialine (news room only) Box 51909 Pacific Grove, California 93950 Phone : 800 237 8073 Url : http://www.medialine.com Email : mark@medialine.com Mark Shilstone	N	0
21	New School Radio & TV 50 Colvin Ave Albany, New York 12206 Phone : 518 438 7682 Url : http://www.thenewschool.us/ Email : JKrawczyk@Newschoolalbany.edu Janielle Krawczyk	N	2
22	New York State Job Bank (NYS DOL) Harriman Campus, Building 12 Room 436 Albany, New York 12240 Phone : 518 457 1504 Url : https://newyork.us.jobs/secure/emplogin.asp Brian Suedkamp Manual Posting	N	0
23	news10.com 341 Northern Blvd. Albany, New York 12204 Phone : 518 433 2692 Url : http://www.news10.com Courtney Ward Manual Posting	N	28
24	Non-Employee Referral	N	2
25	NYS Broadcasters Assoc. 1805 Western Ave. Albany, New York 12203 Phone : 518 456 8888 Url : http://www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	N	0

WCDC-TV, WTEN-TV, WXXA-TV**EEO PUBLIC FILE REPORT****February 1, 2015 - January 31, 2016****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
26	Saratoga Chamber - JobZone 28 Clinton St. Saratoga Springs, New York 12866 Phone : 518 584 3255 Url : http://www.saratoga.org/saratoga-county-chamber-of Bridget Devaney Manual Posting	N	0
27	Siena College Route 9 Loudonville, New York 12211 Phone : 518 783 2339 Url : https://siena-csm.symplicity.com/employers/ Email : careermail@siena.edu Courtney Winkler	N	0
28	Siena College Spring Career & Intern Fair Route 9 Loudonville, New York 12211 Phone : 518 783 2339 Url : https://siena-csm.symplicity.com/employers/ Email : careermail@siena.edu Courtney Winkler	N	0
29	Smartrecruiters.com 56 Tehama Street San Francisco, California 94105 Phone : 800-517-1148 Url : http://www.smartrecruiters.com Jobs Listing Manual Posting	N	0
30	Spots N Dots 1635 Old Highway 41 NW Ste 112-338 Kennesaw, Georgia 30152 Phone : 888 884 2630 Url : http://www.spotsndots.com/ Email : ads@spotsndots.com Emily McKay	N	3
31	SUNY Albany 1400 Washington Street Albany, New York 12222 Phone : 518 442 5515 Url : http://www.albany.edu/career/employer/employer.sht Joe Aini Manual Posting	N	0

WCDC-TV, WTEN-TV, WXXA-TV**EEO PUBLIC FILE REPORT****February 1, 2015 - January 31, 2016****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
32	SUNY Albany Job & Internship Expo 1400 Washington Street Albany, New York 12222 Phone : 518 442 5515 Url : http://www.albany.edu/career/employer/careerfairs . Email : jharris@albany.edu Joe Aini	N	0
33	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Phone : 214 640 3139 Jobs Listing Manual Posting	N	5
34	TV News Check 24 West Lancaster Ave. Ste 205 Ardmore, Pennsylvania 19003 Phone : 610 420 6003 Url : http://www.tvnewscheck.com/ Email : phersh@newscheckmedia.com Patty Hersch	N	0
35	TVJOBS.com PO Box 4116 Oceanside, California 92052 Phone : 800 374 0119 Url : http://www.tvjobs.com Jobs Listing Manual Posting	N	5
36	Walk In/Self-Referral	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			136

WCDC-TV, WTEN-TV, WXXA-TV**EEO PUBLIC FILE REPORT****February 1, 2015 - January 31, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/12/2015	Participation in Job Fairs	Job & Internship Fair University at Albany February 12, 2015 SEFCU Arena 1400 Washington Ave Albany NY 12222	4	Station Business Manager Assistant News Director Digital Sales Manager Local Sales Manager
2	2/18/2015	Participation in events or programs sponsored by educational institutions	Practice Interview Day for UAlbany Students February 18, 2015 University at Albany Career Services Employers assigned to interview rooms and provide student with mock/practice interview session that includes feedback of the student, for approximately 30 minutes.	1	Station Business Manager
3	3/11/2015	Participation in events or programs sponsored by educational institutions	Job Shadow Day March 11, 2015 Student from University at Albany shadowed Christa Burke, Station Business Manager at News10 ABC Studio Job description and functions given. Also took tour of station and met other employees.	1	Station Business Manager
4	3/11/2015	Participation in Job Fairs	Spring General Career Fair March 11, 2015 Hofstra University	1	Assistant News Director
5	3/24/2015	Participation in Job Fairs	Siena College Spring Career & Internship Fair March 24, 2015 Siena College 515 Loudon Road Loudonville NY 12211	2	Station Business Manager General Sales Manager
6	4/16/2015	Participation in Job Fairs	Dr King Career Fair Thursday, April 16, 2015 Empire State Plaza Convention Center Albany NY Sponsored by NYS Department of Labor	1	Program Director

WCDC-TV, WTEN-TV, WXXA-TV**EEO PUBLIC FILE REPORT****February 1, 2015 - January 31, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	4/22/2015	Establishment of an intern program designed to assist members of the community	NON-Paid Internship We had one intern who attends The College of St Rose and majors in Communications. She did receive credit for this internship. She interned in our News Department, Assistant News Director Dave Rush was supervising her. During the internship she learned the day to day process of our News Department.	2	Station Business Manager Assistant News Director
8	6/10/2015	Establishment of an intern program designed to assist members of the community	NON-Paid Internship We had one intern who attends University at Albany and majors in Journalism. He did receive credit for this internship. He interned in our Sports Department with Liana Bonavita who is our Sports Anchor/Reporter. During the internship he learned the day to day process of our Sports Department, worked in the station as well as out in the field at local sporting events.	2	Station Business Manager Sports Anchor/Reporter
9	11/18/2015	Participation in events or programs sponsored by educational institutions	Liana Bonavita & Josh Rultenberg who are both our Sports Anchor/Reporters were guest speakers at Mohonasen High School which is located at 2072 Curry Rd, Schenectady, NY 12303.	2	Sports Anchor/Reporter Sports Anchor/Reporter

WCDC-TV, WTEN-TV, WXXA-TV**EEO PUBLIC FILE REPORT****February 1, 2015 - January 31, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	11/30/2015	Participation in scholarship programs	<p>WTEN Broadcast Scholarship - \$2,000 Deadline - Applications must be postmarked by 11/1/2015 Scholarship awarded November 30, 2015 Eligibility Requirements: ? To apply, you must have completed 60 credits as of November 30, 2015 ? You must have an academic record that is above average (3.0 or higher) ? You must be majoring in broadcasting, journalism, communications or a related field ? Previous WTEN scholarship winners are not eligible</p> <p>Complete the application form and include with it the following materials: ? Completed application ? Academic transcript ? Two brief letters of recommendation ? One page written statement of why you are pursuing a career in broadcasting</p>	1	Station Business Manager
11	12/3/2015	Participation in events or programs sponsored by educational institutions	Lisa Koumjian, Senior Producer was a guest speaker at the New School of Radio and Television which is located at 7 Harriman Campus Rd #100, Albany, NY 12206. She spoke to both students and teachers regarding journalism and new trends. The school also reviewed their curriculum to make sure it is still in line with industry trends.	1	Senior Producer
12	1/12/2016	Participation in events or programs sponsored by educational institutions	Reporter, Samantha DiMascio was a guest speaker at Columbia High School located at 962 Luther Road in East Greenbush NY 12061.	1	Reporter
13	1/15/2016	Participation in events or programs sponsored by educational institutions	Liana Bonavita, Sports Anchor/Reporter was the guest speaker at Schalmont High School which is located at 1 Sabre Dr, Schenectady, NY 12306.	1	Sports Anchor/Reporter