

WRNN-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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
Payroll & Benefits Manager	15, 20, 26, 54, 70-71*	26
Ingest Technician	9-10, 13, 15, 17, 20, 26, 29, 44, 54, 56, 65-69, 74	54
Ingest Technician	9-10, 13, 15, 17, 20, 26, 29, 44, 54, 56, 65-69, 74	10
Traffic Coordinator	10, 15, 17, 20, 56,64,73	73
VP of HR	9-10, 13, 15, 17, 20, 26, 29, 44, 54, 56, 65-69, 71-72, 74, 76	26
Motion Graphic Designer	9-10, 13, 15, 17, 20-21, 26, 29, 32, 44, 54, 56, 65-69, 74	20
Master Control Operator	9-10, 13, 15, 17, 20, 26, 29, 44, 54, 56, 65-69, 74	15
Videographer	9-10, 13, 15, 17, 20, 26, 29, 44, 54, 56, 65-69, 74	26
Audio Operator	15, 20, 26, 54, 56, 66	66
Director of Engineering	15, 20, 26, 54, 75*	15

**Exigent Circumstances*

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
1	Asian American Journalists Association 1182 Market Street #320 San Francisco, CA 94102 Karen Swing national@aaja.org 415-346-2051 http://www.aaja.org/	NO	0
2	Baruch College 55 Lexington Ave New York, NY Dr. Richard Orbe-Austin richard_orbe-austin@baruch.cuny.edu (646) 312-1000 http://www.baruch.cuny.edu	NO	0
3	Berkeley College 99 Church Street White Plains, NY 10601 lsp@BerkeleyCollege.edu 800-446-5400 http://www.berkeleycollege.edu/	NO	0
4	B-Roll.Net Television Photography 1623 D St. NE Washington, DC 20002 202-486-8842	NO	0
5	Broadcasting & Cable 28 E Street, 12th floor New York, NY 10016 http://www.broadcastingcable.com/job/submit.php	NO	0
6	Brooklyn College 2900 Bedford Avenue 304A Brooklyn, NY 11210 Professor in Chair: George Rodman grodman@brooklyn.cuny.edu 718-951-5555 http://www.brooklyn.cuny.edu/pub/index.php	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
7	Career Builder.com 200 N LaSalle, Suite 100 Chicago, IL sales@careerbuilder.com 877-FILL-A-JOB (877-345-5256) CareerBuilder.com	NO	0
8	Classic Westchester 50 Main Street White Plains, New York 10606 Sandy Nussbaum SandyN@classicwestchester.com 914 948 9600 http://www.classicwestchester.com/	NO	0
9	Columbia Graduate School of Journalism 2950 Broadway, (at 116th St.) New York, NY 10027 Deputy Director of Career Services: Julie Hartenstein jh548@columbia.edu 212-854-8608 http://www.journalism.columbia.edu	YES	0
10	CT School of Broadcasting 80 Ferry Blvd. Stratford, CT 06460 Campus Director: Mike McKenzie mmckenzie@gocsb.com Campus Coordinator: Danielle Woody dwoody@gocsb.com 203-378-5155 http://www.gocsb.com/	YES	2
11	CUNY Graduate School of Journalism 219 W 40th Street New York, NY 10018 deborah.stead@journalism.cuny.edu lili.grossman@journalism.cuny.edu http://www.journalism.cuny.edu/career-services/for-employers/	NO	0
12	Cynopsis Media 65 Lantern Road Stratford, CT 06614 Trish Pihonak trish@cynopsis.com 203.381.9096 http://www.cynopsis.com/	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
13	Department of Labor (New York State) 75 Varick Street 7th Floor New York, NY 20013 Business Services Rep: Atul K. Sheffey Atul.Sheffey@labor.state.ny.us 212-775-3765 http://www.labor.ny.gov/home	NO	1
14	Dice.com 4101 NW Urbandale Drive Urbandale, IA 50322 http://www.dice.com/	NO	0
15	Company WRNN-TV Internal and Employee Referral Program	NO	7
16	FiOS1 News Website www.fios1news.com	NO	0
17	Fordham University Rose Hill Campus Bronx, NY 10458 careerplan@fordham.edu (718) 817-4350 https://fordham-csm.symplicity.com/employers/	NO	0
18	Hofstra University 1470 Hofstra University Hempstead, NY 11549-1000 Plapride@hofstra.edu (516) 463-6600 http://www.hofstra.edu/home/index.html	NO	0
19	Howard University John H. Johnson School of Communications 525 Bryant Street, NW, #107C Washington, DC 20059 Director -Office of Career Development: Carol Y. Dudley cdudley@howard.edu 202.806.5806 http://www.howard.edu/	NO	0
20	Indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902 Caroline Coffey ccoffey@indeed.com 203-653-4827 www.indeed.com	NO	20

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
21	Ithaca College 953 Danby Rd Ithaca, NY 14850 careers@ithaca.edu (607) 274-3011 http://www.ithaca.edu/	NO	0
22	JournalismJobs.com 72 The Plaza Drive, 2nd floor Berkeley, California 94705 contact@journalismjobs.com 510-653-1521 http://www.journalismjobs.com/	NO	0
23	JournalismNext.com info@journalismnext.com Eric Wee – President 703-629-0178 http://www.journalismnext.com/	NO	0
24	Krop.com Creative Industry Job Board 22287 Mulholland Hwy #159 Calabasas CA 91302 310-463-3614 www.krop.com	NO	0
25	Lehman College (CUNY) 250 Bedford Park Blvd. W. Bronx, NY 10468 Career Services Center Shuster Hall Room 254 career.services@lehman.cuny.edu 718-960-8366 http://www.lehman.cuny.edu/	NO	0
26	Linked In 2029 Stierlin Ct Mountain View, CA 94043 http://www.linkedin.com	NO	9
27	Mandy.com Oasis Business Centre, 85-87 Bayham Street, London NW1 0AG, England office@mandy.com +44 20 7424 7817 www.mandy.com	NO	0

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28	Mediabistro.com 494 Broadway New York, NY 10012 Account Manager: Nancy Hwang nancy@mediabistro.com (212) 929-2588 X 310 http://www.mediabistro.com	NO	0
29	Mount Saint Mary College 330 Powell Avenue Newburgh, NY 12550 Kathleen M. O'Keefe okeefe@msmc.edu 845-569-3180 www.msmc.edu	YES	0
30	Mount Vernon Employment Center 100 East First Street Mt. Vernon, NY 10550 (914) 813-6555 http://www.westchesterputnamonestop.com/	NO	0
31	National Association for Multi-Ethnicity in Telecommunications (NAMIC Inc.) 336 W. 37th Street Suite 302 New York, NY 10018 info@namic.com (212) 594-5985 http://www.namic.com	NO	0
32	National Association of Black Journalists (NABJ) University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716 Executive Assistant: Natalia Prakash nprakash@nabj.org Programs Comm Coordinator: John Blakely jblakely@nabj.org (301) 445-7100 http://www.nabj.org	NO	0
33	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 Recruiter: Kevin Olivas kolivas@nahj.org nahj@nahj.org (202) 662-7145 http://www.nahj.org/	NO	0

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34	Native American Journalists Association 395 W. Lindsey Norman, OK 73019 Jeff Harjo harjo@naja.com 405-325-9008 www.naja.com	NO	0
35	New School University 65 5th Avenue, Room 214 New York, NY 10003 Bettina Spencer careers@newschool.edu 212-229-1324 www.newschool.edu	NO	0
36	New York Institute of Technology (NYIT) Career Services 1855 Broadway New York, NY 10023 http://nyit.edu/cs http://iris.nyit.edu/cs/Employers.htm	NO	0
37	New York State Department of Labor 120 Bloomingdale Road White Plains, NY 10605-1503 nysdol@labor.state.ny.us 914-997-9552 ext. 139 www.labor.state.ny.us	NO	0
38	Northwestern University Medill School of Journalism Career Services 1845 Sheridan Rd. 107 Evanston, IL 60208 medill-placement@northwestern.edu (847) 491-2049 http://www.northwestern.edu/	NO	0
39	NYU Office of Career Services 719 Broadway, 3rd Floor New York, NY 10003 career.development@nyu.edu 212-998-4730 www.nyu.edu/careerservices	NO	0
40	Poynter Online 801 Third St. South St. Petersburg, Florida 33701 Dr. Karen B. Dunlap, President kdunlap@poynter.org 727-821-9494 http://www.poynter.org/	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
41	Queens College (CUNY) 65-30 Kissena Blvd. Flushing, NY 11367 Internship Director Mara Einstein, Ph.D. mara_einstein@hotmail.com (718) 997-5000 http://career.qc.cuny.edu/employer.php	NO	0
42	Queensborough Community College 222-05 56th Ave Bayside, NY 11364 Internship Coordinator: Susanne Grossman 718-631-6297 http://www.qcc.cuny.edu/	NO	0
43	Radio Television Digital News Association 529 14th Street, NW, Suite 425 Washington, D.C. 20045 Executive Director: Jane Nassiri janen@rtdna.org 202.659.6510 http://www.rtdna.org/pages/careers.php	NO	0
44	Rutgers, The State University of New Jersey 350 Martin Luther King Jr. Blvd Newark, NJ 07102 Steven A. Miller stmiller@scils.rutgers.edu (732) 932-7500 X 8165 http://www.rutgers.edu/	YES	0
45	Society of Broadcast Engineers (SBE) 9247 N. Meridian St. #305 Indianapolis, IN 46260 Scott Jones kjones@sbe.org 317-846-9000 http://www.sbe.org/sections/jl_submit.php	NO	0
46	South Asian Journalists Association 2950 Broadway New York, NY 10027 Sreenath Sreenivasan ss221@columbia.edu saja@columbia.edu 212-854-5979 www.saja.org	NO	0
47	St. John's University 8000 Utopia Parkway University Center, Room 24 Queens, New York 11439 careers@stjohns.edu (718) 990-6031 http://www.stjohns.edu/	NO	0

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48	Stack Overflow Careers Career Site for Engineers www.stackoverflow.com 110 William St, 28th Floor New York, NY 10038	NO	0
49	SUNY Albany 1400 Washington Ave Albany, NY 12222 khornberger@uamail.albany.edu https://www.myinterfase.com/albany/employer/	NO	0
50	Syracuse University-SI Newhouse School of Public Communications 805 South Crouse Avenue Syracuse, NY 13210 Assistant Director: Kelly Brown kjbrow01@syr.edu (315) 443-3616 http://newhouse.syr.edu/Career_Development_Center/employers/remote_recruit/index.cfm	NO	0
51	The Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Executive Director: John Poray jporay@sbe.org (317) 846-9000 http://www.sbe.org/cgi-bin/sbe_job_listing.pl?goto=modify	NO	0
52	Traffic Directors Guild of America 26000 Avenida Aeropuerto #114 San Juan Capistrano CA 92675 Carol Anderson tdga@cox.net (949) 429-7063 http://www.tdga.org/artman/publish/article_2967.shtml	NO	0
53	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com www.tvjobs.com	NO	0
54	WRNN Web Site 800 Westchester Ave S-640 Rye Brook, NY 10753 www.rnntv.com	NO	18

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55	Yonkers Employment Center 20 So. Broadway, Suite 1209 Yonkers, NY 10701 (914) 964-0105 http://www.westchesterputnamonestop.com/	NO	0
56	The Journal News 1 Gennett Drive White Plains, NY 10604 classifieds@lohud.com 914-694-39300 http://mediakit.lohud.com/apps/pbcs.dll/frontpage	NO	0
57	Newsday 235 Pinelawn Road Melville, NY 11747 http://www.newsday.com/services/contact-newsday-1.1303755	NO	0
58	The Wall Street Journal 1211 Avenue of the Americas New York, NY 10036 John Wire john.wire@wsj.com 214-640-7936 http://help.wsj.com/contact-us/?mod=WSJ_footer	NO	0
59	The Star Ledger (NJ) 1 Star Ledger Plaza Newark, NJ 07102 Caroline Morton cmorton@starledger.com 973-392-4004 http://www.starledger.com/advertising/	NO	0
60	Glassdoor 100 Shoreline Hwy Mill Valley, CA 94965 www.glassdoor.com	NO	0
61	Monster Worldwide, Inc. 622 Third Avenue, 39th Floor New York, NY 10017 www.monster.com	NO	0
62	Multichannel News http://www.multichannel.com/	NO	0
63	Simply Hired, Inc. 525 Almanor Ave, Suite 100 Sunnyvale, CA 94085 www.simplyhired.com	NO	0
64	Career / Job Fairs (See Section 3)	NO	0

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65	Manhattanville College 2900 Purchase Street Purchase, NY 10577 careers@mville.edu 914-694-2200 http://mville.erecruiting.com/emp/sblogin	NO	0
66	Quinnipiac College 275 Mount Carmel Ave Hamden, CT 06518 Beverly.edwards@quinnipiac.edu 203-582-8680 http://www.quinnipiac.edu/	NO	2
67	Gateway Community Industries, Inc. The Vocational Transition Center One Amy Kay Parkway Kingston, NY 12402-5002 info@gatewayindustries.org (845) 339-0155 http://www.gatewayindustries.org/	YES	0
68	Orange County Community College College Commons 3rd Floor 115 South Street Middletown, NY 10940 Asst. Coordinator Career Services: Linda Newman careers@sunyorange.edu 845-341-4444 http://www.sunyorange.edu/	YES	0
69	SUNY Geneseo Blake A 104; 1 College Circle Geneseo, NY 14454 Coordinator, Student Employment Service: Andrea DiGiorgio digiorgi@geneseo.edu (585) 245-5211 http://www.geneseo.edu/	NO	0
70	Zip Recruiter (877) 252-1062 https://www.ziprecruiter.com/	NO	1
71	Westchester Human Resources Management Association PO Box 1131 White Plains, NY 10602 http://www.whrma.org/	NO	0
72	Society of Human Resources Management 800.283.7476 www.shrm.org	NO	0

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73	Iona College 715 North Ave, New Rochelle, NY 10801 (914) 633-2000 http://www.iona.edu/Home.aspx	NO	1
74	Mercy College 555 Broadway, Dobbs Ferry, NY 10522 (877) 637-2946 https://www.mercy.edu/	NO	2
75	Filcro Staffing Agency 295 Madison Avenue 8th Floor New York, NY 10017 212-599-0909 http://www.executivesearch.tv/	NO	1
76	The Ladders 55 Water Street, NY NY 10041 1-866-800-4640 https://www.theladders.com/	NO	1
77	Satyen Chokshi-Talent Options Inc.-Engineering Staffing Firm sat@talentoptions.com	NO	1
Total Interviewees Over Reporting Period			66

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Job/Career Events	<p>On December 7, 2016, a reporter served as a speaker at the World Preparatory Journalism School for the school's career day. Our Reporter was interviewed by students and asked about their job. Additionally the reporter spoke in front of several classes.</p> <p>On December 2, 2016, a station representative spoke to journalism students at Oceanside High School about the news industry, particularly journalism in the digital age.</p> <p>On October 15, 2016, the station participated in the Oyster Festival event in Oyster Bay, NY. Station participants included three anchors, who interacted with attendees and spoke about career and internship opportunities in broadcasting.</p> <p>On December 15, 2016, a reporter participated in career day at Islip High School, speaking about careers in broadcasting.</p>
2.	Participate in Job/Career Fairs	<p>The station participated in the following educational career fairs, interacting with interested attendees about careers in broadcasting:</p> <ul style="list-style-type: none"> • Columbia University (April 2, 2016) (HR Recruiter) • Fordham University (October 5, 2106) (HR Recruiter) • Iona College (October 6, 2016) (HR Recruiter) • Stonybrook (September 30, 2016) (HR Recruiter) • Ithaca (September 12, 2016) (HR Recruiter) • CUNY Graduate School of Journalism (October 20, 2016) (HR Recruiter) • Syracuse (April 13-15, 2016) (HR Recruiter) • Connecticut School of Broadcasting (October 13, 2016) (HR Recruiter) • NABJ (August 3-5)

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation
3.	Internship Program	<p>WRNN-TV's internships are structured to teach young adults the skills needed to help obtain a position in the broadcast industry. Participants in WRNN internships are community members or college students who receive college credit for their time spent at the station. WRNN accepts interns in all departments—News, HR, Finance, Traffic, Operations, Graphics, Production, Broadcast Engineering—throughout the year, accommodating both local college students primarily during the spring and fall semesters and area residents attending out-of-state colleges during winter and summer breaks.</p> <p>During the reporting period, WRNN held internship sessions during the Summer, Fall and Winter 2016. We hosted a total of <u>17</u> interns collectively throughout our sessions. The following educational institutions participated in our internship program: 17 total interns for 2016 (4 interns in the spring & 13 in the summer)</p> <ul style="list-style-type: none"> • Five Towns College (1) • EF International School of Language (1) • Connecticut School of Broadcast (1) • Hofstra (1) • Quinnipiac University (1) • Stonybrook (1) • Syracuse (2) • College of St. Rose (1) • University of The Arts (1) • Indiana University (1) • Marist College (1) • Northwestern University (1) • Shenandoah University (1) • University of New Haven (1) • Duke (1) • New Jersey City University (1)