

WRNN-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
Audio Operator	9,10,13,15,20,25,26,29,44,47,54,56,60, 63,64, 65, 66	26
Videographer	7,9,10,12,13,20,26,29,44,54,56, 64	20
Traffic Coordinator	7,15, 20,22,26,28,53,54,56,64	20
Transmission Media Coordinator	7,9,10,15,20,26,29,44,54,56,64	20
Master Control Operator	7,13,15,20,26,54,56,64	20

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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	<p style="text-align: center;">Asian American Journalists Association 1182 Market Street #320 San Francisco, CA 94102 Karen Swing national@aaaja.org 415-346-2051 http://www.aaaja.org/</p>	NO	
2	<p style="text-align: center;">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</p>	NO	
3	<p style="text-align: center;">Berkeley College 99 Church Street White Plains, NY 10601 lsp@BerkeleyCollege.edu 800-446-5400 http://www.berkeleycollege.edu/</p>	NO	
4	<p style="text-align: center;">B-Roll.Net Television Photography 1623 D St. NE Washington, DC 20002 202-486-8842.</p>	NO	
5	<p style="text-align: center;">Broadcasting & Cable 28 E Street, 12th floor New York, NY 10016 http://www.broadcastingcable.com/job/submit.php</p>	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
6	<p>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</p>	NO	
7	<p>Career Builder.com 200 N LaSalle, Suite 100 Chicago, IL sales@careerbuilder.com 877-FILL-A-JOB (877-345-5256) CareerBuilder.com</p>	NO	
8	<p>Classic Westchester 50 Main Street White Plains, New York 10606 SandyNussbaum SandyN@classicwestchester.com 914 948 9600 http://www.classicwestchester.com/</p>	NO	
9	<p>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</p>	YES	
10	<p>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/</p>	YES	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
11	<p>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/</p>	NO	
12	<p>Cynopsis Media 65 Lantern Road Stratford, CT 06614 Trish Pihonak trish@cynopsis.com 203.381.9096 http://www.cynopsis.com/</p>	NO	1
13	<p>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</p>	NO	
14	<p>Dice.com 4101 NW Urbandale Drive Urbandale, IA 50322 http://www.dice.com/</p>	NO	
15	<p>Company WRNN-TV Internal and Employee Referral Program</p>	NO	4
16	<p>FiOS1 News Website www.fios1news.com</p>	NO	
17	<p>Fordham University Rose Hill Campus Bronx, NY 10458 careerplan@fordham.edu (718) 817-4350 https://fordham-csm.symlicity.com/employers/</p>	NO	

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18	<p>Hofstra University 1470 Hofstra University Hempstead, NY 11549-1000 Plapride@hofstra.edu (516) 463-6600 http://www.hofstra.edu/home/index.html</p>	NO	
19	<p>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/</p>	NO	
20	<p>Indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902 Caroline Coffey ccoffey@indeed.com 203-653-4827 www.indeed.com</p>	NO	12
21	<p>Ithaca College 953 Danby Rd Ithaca, NY 14850 careers@ithaca.edu (607) 274-3011 http://www.ithaca.edu/</p>	NO	
22	<p>JournalismJobs.com 72 The Plaza Drive, 2nd floor Berkeley, California 94705 contact@journalismjobs.com 510-653-1521 http://www.journalismjobs.com/</p>	NO	
23	<p>JournalismNext.com info@journalismnext.com Eric Wee – President 703-629-0178 http://www.journalismnext.com/</p>	NO	

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24	<p>Krop.com Creative Industry Job Board 22287 Mulholland Hwy #159 Calabasas CA 91302 310-463-3614 www.krop.com</p>	NO	
25	<p>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/</p>	NO	1
26	<p>Linked In 2029 Stierlin Ct Mountain View, CA 94043 http://www.linkedin.com</p>	NO	3
27	<p>Mandy.com Oasis Business Centre, 85-87 Bayham Street, London NW1 0AG, England office@mandy.com +44 20 7424 7817 www.mandy.com</p>	NO	
28	<p>Mediabistro.com 494 Broadway New York, NY 10012 Account Manager: Nancy Hwang nancy@mediabistro.com (212) 929-2588 X 310 http://www.mediabistro.com</p>	NO	

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29	<p align="center">Mount Saint Mary College 330 Powell Avenue Newburgh, NY 12550 Kathleen M. O'Keefe okeefe@msmc.edu 845-569-3180 www.msmc.edu</p>	YES	
30	<p align="center">Mount Vernon Employment Center 100 East First Street Mt. Vernon, NY 10550 (914) 813-6555 http://www.westchesterputnamonestop.com/</p>	NO	
31	<p align="center">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</p>	NO	
32	<p align="center">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</p>	NO	
33	<p align="center">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/</p>	NO	

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34	<p>Native American Journalists Association 395 W. Lindsey Norman, OK 73019 Jeff Harjo harjo@naja.com 405-325-9008 www.naja.com</p>	NO	
35	<p>New School University 65 5th Avenue, Room 214 New York, NY 10003 Bettina Spencer careers@newschool.edu 212-229-1324 www.newschool.edu</p>	NO	
36	<p>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</p>	NO	
37	<p>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</p>	NO	
38	<p>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/</p>	NO	
39	<p>NYU Office of Career Services 719 Broadway, 3rd Floor New York, NY 10003 career.development@nyu.edu 212-998-4730 www.nyu.edu/careerservices</p>	NO	

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40	<p align="center"> 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/ </p>	NO	
41	<p align="center"> 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 </p>	NO	
42	<p align="center"> Queensborough Community College 222-05 56th Ave Bayside, NY 11364 Internship Coordinator: Susanne Grossman 718-631-6297 http://www.qcc.cuny.edu/ </p>	NO	
43	<p align="center"> 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 </p>	NO	
44	<p align="center"> 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/ </p>	YES	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
45	<p>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</p>	NO	
46	<p>South Asian Journalists Association 2950 Broadway New York, NY 10027 Sreenath Sreenivasan ss221@columbia.edu saja@columbia.edu 212-854-5979 www.saja.org</p>	NO	
47	<p>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/</p>	NO	1
48	<p>Stack Overflow Careers Career Site for Engineers www.stackoverflow.com 110 William St, 28th Floor New York, NY 10038</p>	NO	
49	<p>SUNY Albany 1400 Washington Ave Albany, NY 12222 khornberger@uamail.albany.edu https://www.myinterfase.com/albany/employer/</p>	NO	
50	<p>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</p>	NO	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
51	<p>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</p>	NO	
52	<p>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</p>	NO	
53	<p>tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com www.tvjobs.com</p>	NO	
54	<p>WRNN Web Site 800 Westchester Ave S-640 Rye Brook, NY 10753 www.rnntv.com</p>	NO	3
55	<p>Yonkers Employment Center 20 So. Broadway, Suite 1209 Yonkers, NY 10701 (914) 964-0105 http://www.westchesterputnamonestop.com/</p>	NO	
56	<p>The Journal News 1 Gennett Drive White Plains, NY 10604 classifieds@lohud.com 914-694-39300 http://mediakit.lohud.com/apps/pbcs.dll/frontpage</p>	NO	
57	<p>Newsday 235 Pinelawn Road Melville, NY 11747 http://www.newsday.com/services/contact-newsday-1.1303755</p>	NO	

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58	<p>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</p>	NO	
59	<p>The Start Ledger (NJ) 1 Star Ledger Plaza Newark, NJ 07102 Caroline Morton cmorton@starledger.com 973-392-4004 http://www.starledger.com/advertising/</p>	NO	
60	<p>Glassdoor 100 Shoreline Hwy Mill Valley, CA 94965 www.glassdoor.com</p>	NO	1
61	<p>Monster Worldwide, Inc. 622 Third Avenue, 39th Floor New York, NY 10017 www.monster.com</p>	NO	
62	<p>Multichannel News http://www.multichannel.com/</p>	NO	
63	<p>Simply Hired, Inc. 525 Almanor Ave, Suite 100 Sunnyvale, CA 94085 www.simplyhired.com</p>	NO	1
64	<p>Career / Job Fairs (See Section 3)</p>	NO	

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65	<p>Manhattanville College 2900 Purchase Street Purchase, NY 10577 careers@mville.edu 914-694-2200 http://mville.erecruiting.com/emp/sblogin</p>	NO	
66	<p>Quinnipiac College 275 Mount Carmel Ave Hamden, CT 06518 Beverly.edwards@quinnipiac.edu 203-582-8680 http://www.quinnipiac.edu/</p>	NO	
67	<p>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/</p>	YES	
68	<p>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/</p>	YES	
69	<p>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/</p>	NO As of 01/16	
Total Interviews			27

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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 March 9, 2015, the station participated in the <i>Advanced TV Production</i> session at SUNY Old Westbury. We spoke to students about career experiences at WRNN as well as television news career opportunities. WRNN was represented by a Reporter and Videographer.</p> <p>On March 31, 2015, the station participated in the <i>Women's Day 2015</i> event at the Snyder High School. One of reporters spoke to the female students in attendance about her career role and the opportunities in broadcast news. WRNN was represented by a Reporter.</p> <p>In March 2015, the station participated in the <i>Rockland Boulders</i> event. A group of employees attended the event. The RNN staffers participated in a panel discussion about their career and answered questions from the audience. WRNN was presented by the News Director, Assistant News Director, Assignment Desk Manager and Executive Web Producer.</p> <p>On July 16, 2015, the station participated in the <i>STEM (Science, Technology, Engineering, and Mathematics) Camp</i> at Mercy College. The event brought the school and our station together to help students gain knowledge about technical career opportunities. WRNN was represented by our Web Developer.</p> <p>On September 21, 2015, the station participated in <i>SUNY Old Westbury Career</i> event. We visited the school's TV Production class and shared television news experiences at our station. In addition, we presented a detailed description of our responsibilities as journalists to the students as well as career opportunities. WRNN was represented by two Reporters and Videographer.</p> <p>On October 18, 2015, the station participated in the <i>Oyster Festival</i> event. The event took place in Oyster Bay, NY. We had some of the WRNN employees representing our station. They endorsed our station, spoke career opportunities, and internships while promoting the event. WRNN was represented by an Anchor and Reporter.</p> <p>On November 9, 2015, the station participated in the <i>Molloy College Career Event</i>. This was an opportunity to promote the career opportunities and internship assignments in our business. WRNN was represented by an Anchor.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Job / Career Events (Continued)	<p>In addition to the Job Career events, the station participated in the following educational career fairs:</p> <ul style="list-style-type: none"> • Monroe College (March 18, 2015) (HR Recruiter) • Lehman College (March 20, 2015) (HR Recruiter) • Manhattanville College (March 27, 2015) (HR Recruiter) • Columbia University (March 28, 2015) (HR Recruiter, News Director) • Quinnipiac University (April 8, 2015) (HR Recruiter) • St. John's University (April 16, 2015) (HR Recruiter) • CUNY Graduate School of Journalism (October 22, 2015) (HR Recruiter, Executive Producer) • International Radio & Television Society (December 4, 2015) (HR Recruiter)
2.	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 2015. We hosted a total of <u>20</u> interns collectively throughout our sessions. The following educational institutions participated in our internship program:</p> <ul style="list-style-type: none"> • Fordham University (1) • SUNY Binghamton (1) • Hofstra University (1) • Ithaca College (2) • St. John's University (2) • Iona College (1) • Paier College (2) • Connecticut School of Broadcasting (2) • Quinnipiac University (1) • University of Albany (2) • Ramapo College (1) • SUNY Purchase (1) • University of Rhode Island (1) • CUNY School of Journalism (1) • Sacred Heart University (1)

3.	Management Level training regarding <i>Equal Employment Opportunity and Preventing Discrimination</i>	<p>On August 12, 2015, our station hosted "<i>Respect in the Workplace</i>" training to all management personnel. We held two separate sessions. The two hour training covered topics such as :</p> <ul style="list-style-type: none">• Equal Employment Opportunity and Preventing Discrimination• Management Obligation to report complaints of Discrimination and Harassment• Harassment in the Workplace• Types of Harassment (Hostile Work Environment, Quid Pro Quo)• Review Examples of Inappropriate Conduct• Personal Liability for Harassment / Retaliation• Social Media Conduct