

WRNN & WMCN-TV
EEO PUBLIC FILE REPORT
February 1, 2020- January 31, 2021

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 Hire
Human Resources Manager	7, 8, 16, 20, 23, 29, 36, 40, 43, 50, 65	20
Junior Accounting Associate	7, 8, 16, 20, 29, 36, 40, 43, 49-50, 65	20
Media Coordinator	7, 8, 16, 20, 29, 36, 40, 43, 49-50, 65	65
Master Control Operator	7, 8, 16, 20, 29, 36, 40, 43, 49-50, 65	65
Traffic Coordinator	7, 8, 16, 20, 23, 29, 36, 40, 43, 49-50, 65	29
Field Producer	7, 8, 11, 16, 20, 29, 36, 40, 43, 45, 49-50, 63, 65	20
Master Control Operator	7, 8, 16, 20, 29, 36, 40, 43, 49-50, 61, 65	65
Field Producer	7, 8, 11, 16, 20, 29, 36, 40, 43, 45, 49-50, 63, 65	65
Senior Broadcast Engineer	7, 8, 16, 20, 29, 36, 40, 43, 49-50, 61, 65	29
Senior Financial Analyst	7, 8, 16, 20, 29, 36, 40, 43, 49-50, 61, 65	29

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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@aaaja.org 415-346-2051 http://www.aaaja.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	B-Roll.Net Television Photography 1623 D St. NE Washington, DC 20002 202-486-8842	NO	0
4	Broadcasting & Cable 28 E Street, 12th floor New York, NY 10016 http://www.broadcastingcable.com/job/submit.php	NO	0
5	Brown & Brown-Opus Advisory 1133 Westchester Avenue White Plains, NY 10604 914-798-1062 opusadvisory.com	NO	0
6	Career Builder.com 200 N LaSalle, Suite 100 Chicago, IL (877-345-5256) CareerBuilder.com	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
7	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
8	CT School of Broadcasting 80 Ferry Blvd. Stratford, CT 06460 Josh Scussell 203-378-5155 http://www.gocsb.com/	YES	0
9	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
10	Cynopsis Media 65 Lantern Road Stratford, CT 06614 Trish Pihonak trish@cynopsis.com 203.381.9096 http://www.cynopsis.com/	NO	0
11	DCJobs.com 1000 N Water St, Ste 1200 Milwaukee, WI 53202 Emily Bernstein (800) 984-3775 Info@dcjobs.com www.dcjobs.com	NO	0
12	Dice.com 4101 NW Urbandale Drive Urbandale, IA 50322 http://www.dice.com/	NO	0
13	FENG Matthew Bud 203-227-8956 MattBud@TheFECG.com	NO	0
14	Filcro Staffing Agency 295 Madison Avenue 8th Floor New York, NY 10017 212-599-0909	NO	0
15	Fordham University Rose Hill Campus	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
	Bronx, NY 10458 careerplan@fordham.edu (718) 817-4350 https://fordham-csm.symplicity.com/employers/		
16	Gateway Community Industries, Inc. One Amy Kay Parkway Kingston, NY 12402-5002 (845) 339-0155 info@gatewayindustries.org	YES	0
17	Handshake College Consortium Website http://www.teachme.joinhandshake.com	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 (Not Directly Contacted by SEU) 470 West Avenue, Suite 2002 Stamford, CT 06902 Caroline Coffey ccoffey@indeed.com 203-653-4827 www.indeed.com	NO	14
21	Iona College 715 North Ave, New Rochelle, NY 10801 (914) 633-2000 http://www.iona.edu/Home.aspx	NO	0
22	Ithaca College 953 Danby Rd Ithaca, NY 14850 careers@ithaca.edu (607) 274-3011 http://www.ithaca.edu/	NO	0
23	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

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24	JournalismJobs.com 72 The Plaza Drive, 2nd floor Berkeley, California 94705 contact@journalismjobs.com 510-653-1521 http://www.journalismjobs.com/	NO	0
25	JournalismNext.com info@journalismnext.com Eric Wee – President 703-629-0178 http://www.journalismnext.com/	NO	0
26	Krop.com Creative Industry Job Board 22287 Mulholland Hwy #159 Calabasas CA 91302 310-463-3614 www.krop.com	NO	0
27	The Ladders 55 Water Street, NY NY 10041 1-866-800-4640 https://www.theladders.com/	NO	0
28	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
29	LinkedIn 2029 Stierlin Ct Mountain View, CA 94043 http://www.linkedin.com	NO	9
30	Loughlin Personnel 7-11 S Broadway #316 White Plains, NY 10601 (914) 287-0333 www.Loughlinpersonnel.com	NO	0
31	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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32	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
33	Merritt Staffing 30 Oak St # 200, Stamford, CT 06905 (203) 325-3799 www.merrittstaffing.com	NO	0
34	Mercy College 555 Broadway, Dobbs Ferry, NY 10522 (877) 637-2946 https://www.mercy.edu/	NO	0
35	Manhattanville College 2900 Purchase Street Purchase, NY 10577 careers@mville.edu 914-694-2200 http://mville.erecruiting.com/emp/sblogin	NO	0
36	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
37	National Association of Black Journalists (NABJ) University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716 Executive Assistant: Natalia Prakash nprakash@nabj.org (301) 445-7100 http://www.nabj.org	NO	0
38	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
39	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

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40	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
41	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
42	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
43	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
44	Pace University Susan Zankel 861 Bedford Road Pleasantville, NY 10570 914-773-3415 szankel@pace.edu	NO	0
45	Politico 1000 Wilson Blvd, 8th Floor Arlington, VA, 22209 Abbey Sattelle Office: (703) 260-8149 Powerjobssales@careercast.com www.powerjobs.com	NO	0
46	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

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47	Quinnipiac College 275 Mount Carmel Ave Hamden, CT 06518 Beverly.edwards@quinnipiac.edu 203-582-8680 http://www.quinnipiac.edu/	NO	0
48	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
49	Referral-Word of Mouth Internal and External	NO	0
50	Rutgers, The Statre 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
51	Robert Half 1025 Westchester Avenue White Plains, NY Chris Dzielak 914-682-8842 Christopher.dzielak@roberthalf.com	NO	
52	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
53	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
54	Stack Overflow Careers Career Site for Engineers www.stackoverflow.com 110 William St, 28th Floor New York, NY 10038	NO	0

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55	SUNY Albany 1400 Washington Ave Albany, NY 12222 khornberger@uamail.albany.edu https://www.myinterfase.com/albany/employer/	NO	0
56	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
57	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
58	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
59	Simply Hired, Inc. 525 Almanor Ave, Suite 100 Sunnyvale, CA 94085 www.simplyhired.com	NO	0
60	Society of Human Resources Management 800.283.7476 www.shrm.org	NO	0
61	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com www.tvjobs.com	NO	0
62	TVNewscheck.com 24 West Lancaster Ave, Suite 205 Ardmore, PA 19003 Paul Greeley 817-578-6324 paul@newscheckmedia.com www.tvnewscheck.com/jobs/	NO	0

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63	WashingtonPost.com 1301 K Street NW Washington, D.C., U.S. 20071 Pat Jacob 202-334-7018 jobsmajoraccounts@washpost.com https://jobs.washingtonpost.com/	NO	0
64	Westchester Human Resources Management Association PO Box 1131 White Plains, NY 10602 http://www.whrma.org/	NO	0
65	WRNN Web Site 800 Westchester Ave S-640 Rye Brook, NY 10753 www.rnntv.com	NO	8
Total Interviewees Over Reporting Period			31

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Participate in event/program sponsored by or on behalf of an educational institution regarding recruitment practices.	<p>The station participated in the following virtual recruitment event. Station participants included our HR Coordinator, Lissette Sanchez</p> <ul style="list-style-type: none">January 14, 2021 - University of Delaware's 2021 Raising the Bar in Virtual Recruitment
2.	Participate in Job/Career Fairs	<p>The station participated in the following Job/Career Fairs. Station participants included our HR Coordinator, Lissette Sanchez who interacted with interested attendees about careers in broadcasting via MS Teams video conferencing:</p> <ul style="list-style-type: none">October 15, 2020 - Fordham University, Virtual Career Fair
3.	Training for Management	<p>The station's HR Manager, Joe Pastore, participated in a meeting with other department heads in sister stations located in LA, Houston and Honolulu to review FCC Equal Employment Opportunity (EEO) rules and policies for radio and TV broadcasters.</p> <ul style="list-style-type: none">Date: March 18, 2020
4.	Mentoring	<p>WRNN's HR Manager, Joe Pastore, has been mentoring the HR Coordinator, Lissette Sanchez, in best HR practices, recruitment strategies and in EEO compliance.</p> <ul style="list-style-type: none">April, 2020 through present