



WENY-TV 474 Old Ithaca Road Horseheads, NY 14845

WENY-TV EEO Public Inspection File Report

Period: January 16, 2023 - January 15, 2024

Station: The station included in the Employment Unit covered by this report **WENY-TV, ELMIRA, NY**

Vacancy-Specific Recruitment Information:

During the period covered by this report, the Employment Unit had 12 vacancies for full-time positions at the station. The following table presents information on those vacancies and the recruitment sources used to fill those vacancies. The alphabetical references in the table regarding recruitment sources refer to the lettered Recruitment Source List attached as Exhibit A to this report.

Job Vacancies and Recruitment Information:

Job title	Recruitment Sources Utilized	Recruitment Sources of Interviewees (number of interviewees)	Recruitment Source of Hired
(5) Master Control Operator	C,D,H,R,T	(12) C,C,C,C,C,C,C,C,C,C,C,Q	(2) C,(1) Q
(1) Meteorologist	E,G,H,I,J,Q,U	(2) E,J	(1) J
(1) Morning Anchor/Multimedia Journalist	G,H,I,Q,U	(5) I,I,Q,Q,Q	(1) Q
(3) News Videographer/Technical Director	C,G,H,I,Q,S	(10) C,C,C,C,G,Q,Q,Q,Q,Q	(1) C, (2) Q
(1) News Producer	G,H,I,Q,S	(1) G	
(1) Multimedia Journalist	G,H,I,O,Q,U,V	(6) I,I,O,V,U,U	(1) V
		Total: 36	Total: 9

Employment Unit Outreach Efforts:

The Employment Unit completed the following outreach activities during reporting period covered by this report:

- A. Internship Program - In the 2023 WENY-TV had two (2) interns, one from Ithaca College and the other from Binghamton University intern in the News department.
- B. Middle/High School Tours - In 2023 there were no tours scheduled but we welcome the opportunity if it would arise.
- C. Job Shadowing - In 2023 WENY-TV had a two (2) job shadow, one from Horseheads High School and the other from Corning Christian Academy work with the News Department.

Lilly Broadcasting, LLC, the licensee of WENY-TV, has executed broad and inclusive outreach campaigns during the previous year. Specifically, WENY-TV participated in the following activities designed to widely disseminate information about careers in broadcasting:

1. **Internship Program.** WENY-TV also maintains an ongoing internship program with the following local area colleges and high schools:

- Binghamton University
- Corning Community College
- Corning HS
- Elmira School District
- GST BOCES
- Ithaca College
- Mansfield University
- Odessa-Montour HS
- SUNY Brockport
- SUNY Fredonia

2. **Website Recruitment.** WENY has posted recruiting advertisements on the following websites:

- JoinHandshake.com
- Ithaca College
- Mansfield University
- SUNY Oswego
- SUNY Stony Brook
- Syracuse University
- Tompkins Cortland Community College
- York College of PA

3. **Events with Educational Institutions.**

WENY also sponsors The Mark Twain Literacy Project in conjunction with Elmira College to provide school aged children with books and a chance to take a field trip to visit Mark Twain's Study. Staff has also participated in local events with Elementary through High Schools and Trade schools by presenting or participating in Speech & Debate Tournaments, Spelling Bees, Career Days, Read Across America Days, Summer Cohesions, and Weather Talks. As well as in the higher education area, they also were part of two local college events as a guest speaker on a podcast and also in person at a campus event.



Exhibit A

	Recruitment Source	#of interviewees referred by source
A	Agent	
B	Erieweb.com Website	
C	Indeed.com Website	15
D	Internal Postings	
E	Internship	1
F	Ithaca College - Ithaca, NY	
G	Joinhandshake.com Website	2
H	Lillybroadcasting.com Website	
I	Linkedinjobs.com Website	4
J	Magid Talent Services - New York, NY	1
K	Mansfield University - Mansfield, PA	
L	Previous Employee Rehire	
M	SUNY Oswego - Oswego, NY	
N	SUNY Stony Brook - Stony Brook, NY	
O	Syracuse University - Syracuse, NY	1
P	Tompkins Cortland Community College – Dryden, NY	
Q	WENY.com Website	9
R	WENY-TV Ad - Horseheads, NY	
S	Word of mouth referrals	
T	WZMQ19.com Website	
U	YouTube Search	2
V	York College of PA	1
	TOTAL:	36

* None of the above organizations are entitled to vacancy notifications.