



**WENY-TV EEO Public Inspection File Report**

**Period:** January 23, 2022 - January 15, 2023

**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:**

<b>Job title</b>	<b>Recruitment Sources Utilized</b>	<b>Recruitment Sources of Interviewees (number of interviewees)</b>	<b>Recruitment Source of Hired</b>
(1) Multi Media Journalist - Albany	B,D,H,I,T,W	(4) I,I,I,I	(1) I
(2) Master Control Operator	C,D,M,S,U,V	(10) C,C,C,C,C,C,C,M,V	(2) C,M
(1) Anchor/Multimedia Journalist	G,H,I,T,X	(4) I,I,T,X	(1) I
(2) News Videographer/Technical Director	C,D,G,H,I,T	(4) T,T,T,T	(2) S,S
(2) Meteorologist/Multimedia Journalist	C,G,H,I,L,T	(4) C,L,L,T	(2) C,S
(1) News Producer	G,H,I,T,V	(2) T,V	(1) V
(3) Multimedia Journalist	G,H,I,N,T	(6) N,T,T,T,T,V	(3) N,T,T
		<b>Total: 34</b>	<b>Total: 12</b>

## **Employment Unit Outreach Efforts:**

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

- A. Internship Program - In the spring and the summer of 2022 WENY-TV had two (2) interns from Ithaca College intern in the News department.
- B. Middle/High School Tours - In 2022 there were no tours scheduled but we have reopened our doors to the opportunity if it would arise.
- C. Job Shadowing - In 2022 WENY-TV had one job shadow from GST BOCES 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:

- Cornell 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:

- Handshake.com
- Ithaca College
- Mansfield University
- SUNY Brockport
- SUNY Oswego
- SUNY Stony Brook
- Syracuse University
- Tompkins Cortland Community College

**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 Middle School classes by presenting or participating in Spelling Bees, Career Days, Summer Cohesions, and Weather Talks. As well as being a judge of a local High School Speech League State Competition and interviewers at Mock Student Interviews and Employers Days. In the higher education area, they also were part of two local college events, one as a STEM Day presenter and the other as a participant of a Community Leaders Reception.



**Exhibit A**

	<b>Recruitment Source</b>	<b>#of interviewees referred by source</b>
<b>A</b>	Agent	
<b>B</b>	Erieweb.com Website	
<b>C</b>	Indeed.com Website	9
<b>D</b>	Internal Postings	
<b>E</b>	Internship	
<b>F</b>	Ithaca College - Ithaca, NY	
<b>G</b>	Joinhandshake.com Website	
<b>H</b>	Lillybroadcasting.com Website	
<b>I</b>	LinkedInjobs.com Website	6
<b>J</b>	Magid Talent Services - New York, NY	
<b>K</b>	Mansfield University - Mansfield, PA	
<b>L</b>	Penn State University - State College, PA	2
<b>M</b>	Previous Employee Rehire	1
<b>N</b>	SUNY Brockport – Brockport, NY	1
<b>O</b>	SUNY Oswego - Oswego, NY	
<b>P</b>	SUNY Stony Brook - Stony Brook, NY	
<b>Q</b>	Syracuse University - Syracuse, NY	
<b>R</b>	Tompkins Cortland Community College – Dryden, NY	
<b>S</b>	Walk in applicants	
<b>T</b>	WENY.com Website	11
<b>U</b>	WENY-TV Ad - Horseheads, NY	
<b>V</b>	Word of mouth referrals	3
<b>W</b>	WZMQ19.com Website	
<b>X</b>	YouTube Search	1
	<b>TOTAL:</b>	<b>34</b>

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