

EEO Public Inspection File Report

Period: February 1, 2011 - January 31, 2012

Station: WENY-TV, ELMIRA, NY

Vacancy-Specific Recruitment Information:

During the period covered by this report, the Employment Unit had 8 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
1 News Reporter/co anchor	E,F,G,H,M,O,P	3	G
2 Account Executives	F,M,P,Q,U	5	F,P
1 Master Control Operator	P,Q	1	P
1 News Anchor (am)	F,G,H,M,O,P	3	G
1 office manager	P,Q	1	P
1 Editor/videographer	E,G,H,M,O,P	2	G
1 sports anchor/field reporter	V	1	V

Total: 16

Employment Unit Outreach Efforts:

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

- A. Job Fair. Participated in Schuyler-Chemung-Tioga Thompson Educational Consultants Employers Day; attended by Business Office Manager
- B. Job Fair. Participated in job fair sponsored by Ithaca College; attended by Business Office Manager
- C. Internship Program-In 2011 WENY-TV had 4 interns, from various schools.
- E. High School Tours-In 2011 WENY-TV hosted a High School tour for Horseheads High School. Where the students (30) received a station tour, sat with our creative Services Associates and experienced how a commercial was produced. Watched a Live newscast from our control room.

- F. Boy & Girl Scout Tours- In 2011 WENY-TV hosted six (8) Local Area Boy & Girl Scout troops from the Chemung, Stueben, and Schuyler, Counties. The Scouts received a tour of the station and appeared on the 6PM weather Live with our Chief Meteorologist.
- G. Job Shadowing- In 2011 WENY-TV hosted twelve (12) students from GST Boces, Horseheads Schools and Odessa Montour Schools. The students shadowed a particular individual from the station in their field of Interest. (News-Reporter, Creative Services Associate, News Producer)

RECRUITMENT SOURCES

		# of interviewees referred by source
A.	The Leader 34 W. Pulteney St. Corning, NY 14830 607-936-9936	0
B.	Job Fairs – Ithaca College, Schuyler-Chemung Tioga Thompson Educational Consultants Employers Day	0
C.	Pembrook Pines TV Advertising 1705 Lake St. Elmira, NY 14901 607-733-5626	0
D.	Backyard Broadcasting TV Advertising 2205 College Ave. Elmira, NY 14903 607-732-4400	0
E.	Route 81 Radio Advertising P.O. Box 1047 Corning, NY 14830 607-962-4646.	0
F.	WENY-TV/EENY-TV/CW Advertising 474 Old Ithaca Rd. Horseheads, NY 14845 607-739-3636	5
G.	TV Jobs.com	4
H.	Medialine.com	1
I.	WYDC-TV Bill Chrsitian 33 E. Market St. Corning, NY 14830 607-937-5000	0
J.	Syracuse University recruitment website	0
K.	Email Notification List- Attached 11 Agencies	0
L.	Ithaca College recruitment website www.erecruitingnetwork.com	1
M.	WENY-TV website www.weny.com	7
N.	Penn State University recruitment website	0
O.	Internal Postings	0
P.	Word of mouth referrals	3
Q.	Walk in applicants	4
R.	Corning Community College 1 Academic Drive Corning, NY. 14830	0
S.	Mansfield University Mansfield, PA. 16993	1
T.	Elmira College 1 Park Place Elmira, NY. 14901	0
U.	Star Gazette 201 Baldwin St. Elmira, NY 14901-3002	4
V.	Internship	1

Total: 31

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



WENY-TV
474 Old Ithaca Road
Horseheads, NY 14845

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

- 1. Job Fairs.** Three job fairs sponsored by the following organizations: Schuyler-Chemung-Tioga (“SCT”) Thompson Educational Consultants and Ithaca College.
- 2. Internship Program.** WENY also maintains an ongoing internship program with the following local area colleges and high schools:
Corning Community College EFA
Notre Dame HS Corning West HS
Ithaca College Corning East HS
Mansfield University Penn State
Schuyler-Chemung-Tioga Board of Cooperative Educational Services
GST Boces
- 3. Website Recruitment.** WENY has posted recruiting advertisements on the following websites:

Syracuse University
Ithaca College
Mansfield University
WENY-TV Station Website
- 4. Events with Educational Institutions.** WENY has hosted tours for local area high school student designed to inform them about careers in broadcasting. As well as tours for the local Boy & Girl Scout Troops.