

WENY-TV EEO Public Inspection File Report

Period: February 1, 2020 - January 22, 2021

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 15 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) Anchor/Reporter/Producer	D,H,I,J,K,R,S,U,V	(4) D,D,D,U	(1) D
(1) Creative Services	D,E,I,U,V,W	(2) D,U	(1) U
(2) Director/Editor	D,E,I,U,V,W	(2) U,U	(2) U,U
(5) Master Control Operator	D,E,I,N,U,V,W	(8) D,D,D,D,N,U,W,W	(5) D,N,U,W,W
(1) Meteorologist	D,H,I,J,K,L,R,S,U,V	(2) D,U	(1) D
(4) Multi Media Journalist	D,H,I,J,K,L,R,S,U,V	(6) U,U,U,U,U,U	(4) U,U,U,U
(1) Traffic Assistant	D,E,I,U,V,W	(9) D,D,D,D,D,D,D,D,D	(1) D
		Total: 33	Total: 15

Employment Unit Outreach Efforts:

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

- A. Internship Program - In 2020 WENY-TV suspended due to COVID Pandemic
- B. Middle/High School Tours - In 2020 WENY-TV hosted One (1) High School tour with GST BOCES. (prior to COVID) Where the students received a station tour provided by our Creative Services and News Associates and witnessed the full operation of the departments at the station including discussions of each department.
- C. Job Shadowing - In 2020 WENY-TV hosted One (1) student from GST BOCES (prior to COVID) The students shadowed a particular individual from the station in their field of Interest. (News-Reporter)

Exhibit A

	Recruitment Source	#of interviewees referred by source
A	Agent	
B	Corning Community College - Corning, NY	
C	Elmira College - Elmira, NY	
D	Indeed.com Website	18
E	Internal Postings	
F	Internship	
G	Ithaca College - Ithaca, NY	
H	Joinhandshake.com Website	
I	Lilly Broadcasting Website	
J	Linkedinjobs.com Website	
K	Magid Talent Services - New York, NY	
L	Mansfield University - Mansfield, PA	
M	Millersville University - Millersville, PA	
N	Previous Employee Rehire	1
O	Sound Communications Radio Ad - Corning, NY	
P	SUNY Oswego - Oswego, NY	
Q	SUNY Stony Brook - Stony Brook, NY	
R	Syracuse University - Syracuse, NY	
S	TVJobs.com	
T	Walk in applicants	
U	WENY.com Website	12
V	WENY-TV Ad - Horseheads, NY	
W	Word of mouth referrals	2
	TOTAL:	33

* 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-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:

Corning Community College
Corning HS
Elmira School District
Elmira Business Institute
GST BOCES
Ithaca College
Mansfield University
Odessa-Montour HS

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

Elmira College
Ithaca College
Mansfield University
Tompkins Cortland Community College

- 3. Events with Educational Institutions.**

WENY has hosted tours and job shadowing for local area high school student designed to inform them about careers in broadcasting. 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 in person and virtual Alumni Networking Events with colleges and virtual panel discussions with high school students from local high schools.