

WENY-TV EEO Public Inspection File Report

Period: February 1, 2021 - January 22, 2022

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 13 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
(2) Anchor/Reporter	D,H,I,J,K,N,P,R,T,V,W	(8) J,J,J,J,J,V,W,W	(1) W
(2) Director/Editor	D,H,I,J,K,N,R,T,V,W	(5) D,D,D,D,D	(2) D,D
(3) Master Control Operator	D,E,I,T,U,V	(6) D,D,D,D,D,V	(3) D,D,V
(1) Meteorologist	D,H,I,J,K,N,P,R,T,V,W	(1) P	(1) P
(3) Multi Media Journalist	D,H,I,J,K,N,R,T,V,W	(6) J,J,J,T,T,W	(2) J,T
(1) Producer	D,H,I,J,K,N,R,T,V,W	(5) J,J,T,T,T	(1) T
(1) Sports Reporter	D,H,I,J,K,N,R,T,V,W	(2) N,N	(1) N
(1) Traffic Assistant	D,E,I,T,U,V	(4) D,D,D,V	(1) V
		Total: 37	Total: 12

Employment Unit Outreach Efforts:

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

- A. Internship Program - In the summer of 2021 WENY-TV had Three (3) interns, from various colleges; Ithaca College, St. Bonaventure University, and Le Moyne College.
- B. Middle/High School Tours - In 2021 WENY-TV suspended due to COVID Pandemic
- C. Job Shadowing - In 2021 WENY-TV suspended due to COVID Pandemic

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	13
E	Internal Postings	
F	Internship	
G	Ithaca College - Ithaca, NY	
H	Joinhandshake.com Website	
I	Lilly Broadcasting Website	
J	Linkedinjobs.com Website	10
K	Magid Talent Services - New York, NY	
L	Mansfield University - Mansfield, PA	
M	Previous Employee Rehire	
N	StaaTalent.com Website	2
O	SUNY Oswego - Oswego, NY	
P	SUNY Stony Brook - Stony Brook, NY	1
Q	Syracuse University - Syracuse, NY	
R	TVJobs.com	
S	Walk in applicants	
T	WENY.com Website	5
U	WENY-TV Ad - Horseheads, NY	
V	Word of mouth referrals	3
W	YouTube Search	3
	TOTAL:	37

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



WENY-TV
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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
SUNY Oswego
SUNY Stony Brook
Syracuse University
Tompkins Cortland Community College

- 3. Events with Educational Institutions.**

Due to COVID-19 pandemic tours and job shadowing were suspended 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 roundtable discussions, Speech & Debate Tournament, moderator of panel discussions, and as a guest speaker in class with local colleges and high school students from local high schools.