



**WSYR-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2011-January 31, 2012**  
**II. MASTER RECRUITMENT SOURCE LIST (MRS�)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	<b>NAACP of Syracuse</b> PO Box 397 Colvin Elmwood Station Syracuse, NY 13205 315-422-6933	Y	0
2	<b>National Organization for Women</b> Barbara Kirkpatrick/Wendy Yost PO Box 1234 Syracuse, NY 13202 315-474-0688	Y	0
3	<b>Women's Information Center</b> 601 Allen Street Syracuse, NY 13210 315-478-4636	Y	0
4	<b>Syracuse University</b> Center for Career Services 235 Schine Student Center Syracuse, NY 13244	Y	0
5	<b>Syracuse Model Neighborhood Facility</b> Arnett Haygood El 401 South Avenue Syracuse, NY 13204 315-671-5804	Y	0
6	<b>SI Newhouse School of Public Communications</b> Bridget Lichtinger 215 University Place, BLD 1 Rm20 Syracuse, NY 13244 315-443-2301	Y	0
7	<b>Peace Inc. County West Family Residential Center</b> Joy King 52 Oswego Street Baldwinsville, NY 13027 315-638-1051	Y	0
8	<b>Howard University</b> Career Services 525 Bryant St NW Washington, DC 20049 202-806-7513	Y	0
9	<b>The Native American JPTA</b> Gail Vincent 312 Gifford Street Syracuse, NY 13204 315-475-6417	Y	0
10	<b>Southside Community Center</b> Chana Perkins 305 S Plain Street Ithaca, NY 14858 607-273-4190	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	<b>Office of Minority Affairs</b> Sharon Owens 201 E Washington Street, City Hall Room 219 Syracuse, NY 13202 315-448-8708	Y	0
12	<b>Dunbar Association Inc.</b> Sharon Jack-Williams 1453 S State Street Syracuse, NY 13205 315-476-4269	Y	0
13	<b>Displaced Homemakers Program</b> Kate Artessa 770 James Street Syracuse, NY 13203 315-446-0550	Y	0
14	<b>Onondaga Community College</b> Dave Pasiak 4941 Onondaga Road Syracuse, NY 13215 315-498-2622	Y	0
15	<b>Cayuga Community College</b> Karen Merritt 197 Franklin Street Auburn, NY 13021 315-255-1743	Y	0
16	<b>SUNY Oswego Career Services</b> Gary Morris 7060 State Route 104 Oswego, NY 13126 315-312-2255	Y	0
17	<b>Tompkins-Cortland Community College</b> Jim Hull 170 North Street, PO Box 139 Dryden, NY 13053 607-844-8222	Y	0
18	<b>Onondaga-Madison BOCES</b> Director of Job Placement PO Box 4754 Syracuse, NY 13290 315-433-2634	Y	0
19	<b>Spanish Action League</b> Ingrid Pineda-Rogmans 700 Oswego Street Syracuse, NY 13204 315-475-6153	Y	0
20	<b>Transitional Learning Services of Onondaga County</b> Catherine Montpetit 420 East Genesee Street Syracuse, NY 13202 315-478-4151	Y	0
21	<b>National Association of Hispanic Journalists</b> Ivan Roman 1000 National Press Bldg 529 14 <sup>th</sup> St NW Washington, DC 20045-2001 202-662-7145	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	<b>NYS Broadcasters Association</b> Sandy Messineo 1805 Western Avenue Albany, NY 12203-4601 518-456-8888	Y	0
23	<b>NYS Division of Human Rights</b> Valerie Woods 333 E Washington Street, Room 401 Syracuse, NY 13202 315-428-4633	Y	0
24	<b>CCNMA, USC Annenberg School of Journalism</b> Sylvia Wells 300 S Grand Avenue, Suite 3950 Los Angeles, CA 90071-8110 213-437-4408	Y	0
25	<b>Aurora of Central New York</b> John Scala 518 James Street Syracuse, NY 13203-2238 315-422-2429	Y	0
26	<b>Association for Better Living</b> 4141 S Salina Street Syracuse, NY 13205 315-469-0469	Y	0
27	<b>ITT Technical Institute</b> Peter Calabro 235 Greenfield Pkwy Liverpool, NY 13088 315-234-2711	Y	0
28	<b>Cornell University</b> 42-51 Campus Road Ithaca, NY 14850 607-254-4636	Y	0
29	<b>Unknown Source</b>	N	0
30	<b>WSYR-TV Station Website</b>	N	20
31	<b>Non-Employee Referral</b>	N	10
32	<b>Employee Referral</b>	N	4
33	<b>In-house Posting</b>	N	0
34	<b>Unsolicited Applications</b>	N	9
35	<b>Ithaca College</b> <b>Career Services</b> 953 Danby Road Ithaca, NY 14850 607-274-3365	N	0
36	<b>NYS Department of Labor</b> 443 N Franklin Street Syracuse, NY	N	0
37	<b>In-House Promotion</b>	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
38	<b>Syracuse New Times</b> Kim Contento 1415 W Genesee Street Syracuse, NY 13204 315-422-7011 (134)	N	0
39	<b>The Employment Clearinghouse NAB</b> Career Center 1771 N Street NW Washington, DC 20036 202-429-5498	N	0
40	<b>Syracuse Post Standard</b> Mary Bill PO Box 4195 Syracuse, NY 13221 315-470-2039	N	2
41	<b>MediaLine -- Television</b> Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 800-237-8073	Y	0
42	<b>Center for Community Alternatives</b> 115 East Jefferson Street, Suite 300 Syracuse NY 13202 315-422-5638 Ext 230	Y	0
43	<b>Collective Talent</b> Michael Bille 1721 Richardson Place Tampa, FL 33606 813-254-9695	Y	0
44	<b>TVJobs.com Broadcast Employment Services</b> Mark Holloway PO Box 4116 Oceanside, CA 92052 800-374-0119	Y	3
45	<b>Electronic Media Communications Dept.</b> Onondaga Community College Nancy Kelley Licata 4941 Onondaga Road Syracuse, NY 13215 (315)498-2321	Y	0
46	<b>TV News Gigs</b> Stacy Chaloux 318 SE Jackson St. Lee's Summit, MO 64063	Y	0
47	<b>Transfer From Other Group Station</b>	N	0
48	<b>Newport TV Web Site</b> 460 Nichols Road Suite 250 Kansas City, MO 64112	Y	2
49	<b>Learning Disabilities Assn. of CNY</b> 722 W. Manlius St. E. Syracuse, NY 13057	Y	0
50	<b>Job Fair</b>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
51	<b>Dolan Media Management</b> 3 North Court Street Frederick, MD 21701	N	6
52	<b>Frank N. Magid Associates, Inc.</b> One Research Center Marion, IA 52302	N	7
53	<b>Talent Dynamic</b> 600 Las Colinas Blvd, Suite 100 Irving, Texas 75039	N	4
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			70

WSYR-TV

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Career Fairs	<p>On March 30, 2011 and September 28, 2011 we co-sponsored "Career Connections", a day-long career fair at the Carousel Center co-sponsored by Upstate Medical University and CNY Works, a career development agency.</p> <p>On March 18, 2011 our Director of New Media participated in a Career Fair at Solvay High School that attracted hundreds of students, grades 8-12.</p> <p>On April 13, 2011 a reporter spoke to students at the Syracuse University Broadcast Journalism program as part of a symposium.</p> <p>On May 6, 2011 a reporter spoke to students at Fulton High School as part of their Career Day.</p> <p>June 20, 2011 a meteorologist participated in a Career Day at Webster Elementary School.</p> <p>On December 6, 2011 a meteorologist participated in a Career Day at Tully High School.</p>
2	Internship Program	<p>WSYR-TV conducts an ongoing internship program designed to give students from local high schools and colleges hands-on training. During this reporting period, we hosted interns in the following departments:</p> <p><u>Bridge Street</u></p> <p>Two from Syracuse University, two from Ithaca College, four from SUNY Oswego, one from Hobart/William Smith and one from Marymount Manhattan.</p> <p><u>News</u></p> <p>Seventeen from Syracuse University, two from Onondaga Community College, one from</p>

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		<p>Rochester Inst. Technology, one from Niagara University.</p> <p><u>Sports</u></p> <p>Seven from Syracuse University, two from Onondaga Community College, one from Ithaca College, one from Nazareth College, one from Xavier University.</p> <p><u>Production</u></p> <p>One from Onondaga Community College.</p>
3	Participate in events sponsored by educational institutions	<p>Our meteorologists visited several schools to discuss the weather and careers in meteorology. Among the appearances are:</p> <p>Feb. 16<sup>th</sup> – Fowler High School</p> <p>Oct. 12 – Cicero- North Syracuse Earth Science Week</p> <p>Oct. 24 – Minetto Elementary School</p> <p>Nov. 1<sup>st</sup> – F.E. Smith School, Cortland</p> <p>Nov. 5 – N. Syracuse Education Foundation</p> <p>Dec. 7<sup>th</sup> – APW Elementary</p> <p>Dec. 22<sup>nd</sup> – East Syracuse-Minoa High School TV Class</p>
4	Job Shadows	<p>During the year the Station hosted eight high school student and two college students each spend a day as a job shadow.</p>

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5.	Job Banks	During the reporting period full-time openings were listed in the following job banks of media trade groups with broad based membership, including women and minorities: Nat'l Assn. of Hispanic Journalists, NYS Broadcasting Assn. and National Assn. Of Broadcasters Clearinghouse.