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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	NAACP of Syracuse PO Box 397 Colvin Elmwood Station Syracuse, NY 13205 315-422-6933	Y	0
2	National Organization for Women Barbara Kirkpatrick/Wendy Yost PO Box 1234 Syracuse, NY 13202 315-474-0688	Y	0
3	Women's Information Center 601 Allen Street Syracuse, NY 13210 315-478-4636	Y	0
4	Syracuse University Center for Career Services 235 Schine Student Center Syracuse, NY 13244	Y	0
5	Syracuse Model Neighborhood Facility Arnett Haygood El 401 South Avenue Syracuse, NY 13204 315-671-5804	Y	0
6	SI Newhouse School of Public Communications Bridget Lichtinger 215 University Place, BLD 1 Rm20 Syracuse, NY 13244 315-443-2301	Y	0
7	Peace Inc. County West Family Residential Center Joy King 52 Oswego Street Baldwinsville, NY 13027 315-638-1051	Y	0
8	Howard University Career Services 525 Bryant St NW Washington, DC 20049 202-806-7513	Y	0
9	The Native American JPTA Gail Vincent 312 Gifford Street Syracuse, NY 13204 315-475-6417	Y	0
10	Southside Community Center 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	Office of Minority Affairs Sharon Owens 201 E Washington Street, City Hall Room 219 Syracuse, NY 13202 315-448-8708	Y	0
12	Dunbar Association Inc. Sharon Jack-Williams 1453 S State Street Syracuse, NY 13205 315-476-4269	Y	0
13	Displaced Homemakers Program Kate Artessa 770 James Street Syracuse, NY 13203 315-446-0550	Y	0
14	Onondaga Community College Dave Pasiak 4941 Onondaga Road Syracuse, NY 13215 315-498-2622	Y	0
15	Cayuga Community College Karen Merritt 197 Franklin Street Auburn, NY 13021 315-255-1743	Y	0
16	SUNY Oswego Career Services Gary Morris 7060 State Route 104 Oswego, NY 13126 315-312-2255	Y	0
17	Tompkins-Cortland Community College Jim Hull 170 North Street, PO Box 139 Dryden, NY 13053 607-844-8222	Y	0
18	Onondaga-Madison BOCES Director of Job Placement PO Box 4754 Syracuse, NY 13290 315-433-2634	Y	0
19	Spanish Action League Ingrid Pineda-Rogmans 700 Oswego Street Syracuse, NY 13204 315-475-6153	Y	0
20	Transitional Learning Services of Onondaga County Catherine Montpetit 420 East Genesee Street Syracuse, NY 13202 315-478-4151	Y	0
21	National Association of Hispanic Journalists Ivan Roman 1000 National Press Bldg 529 14 th 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	NYS Broadcasters Association Sandy Messineo 1805 Western Avenue Albany, NY 12203-4601 518-456-8888	Y	0
23	NYS Division of Human Rights Valerie Woods 333 E Washington Street, Room 401 Syracuse, NY 13202 315-428-4633	Y	0
24	CCNMA, USC Annenberg School of Journalism Sylvia Wells 300 S Grand Avenue, Suite 3950 Los Angeles, CA 90071-8110 213-437-4408	Y	0
25	Aurora of Central New York John Scala 518 James Street Syracuse, NY 13203-2238 315-422-2429	Y	0
26	Association for Better Living 4141 S Salina Street Syracuse, NY 13205 315-469-0469	Y	0
27	ITT Technical Institute Peter Calabro 235 Greenfield Pkwy Liverpool, NY 13088 315-234-2711	Y	0
28	Cornell University 42-51 Campus Road Ithaca, NY 14850 607-254-4636	Y	0
29	Unknown Source	N	0
30	WSYR-TV Station Website	N	20
31	Non-Employee Referral	N	10
32	Employee Referral	N	4
33	In-house Posting	N	0
34	Unsolicited Applications	N	9
35	Ithaca College Career Services 953 Danby Road Ithaca, NY 14850 607-274-3365	N	0
36	NYS Department of Labor 443 N Franklin Street Syracuse, NY	N	0
37	In-House Promotion	N	3

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
51	Dolan Media Management 3 North Court Street Frederick, MD 21701	N	6
52	Frank N. Magid Associates, Inc. One Research Center Marion, IA 52302	N	7
53	Talent Dynamic 600 Las Colinas Blvd, Suite 100 Irving, Texas 75039	N	4
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			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. 16th – Fowler High School</p> <p>Oct. 12 – Cicero- North Syracuse Earth Science Week</p> <p>Oct. 24 – Minetto Elementary School</p> <p>Nov. 1st – F.E. Smith School, Cortland</p> <p>Nov. 5 – N. Syracuse Education Foundation</p> <p>Dec. 7th – APW Elementary</p> <p>Dec. 22nd – 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> <p>.</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.