

ANNUAL EEO PUBLIC FILE REPORT

WIVT / WBGH

February 1, 2016 through January 31, 2017

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WIVT / WBGH

The information contained in this Report covers the time period beginning February 1, 2016 to and including January 31, 2017. The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from February 1, 2016 through January 31, 2017

Station(s) Comprising the Station Employment Unit: WIVT / WBGH

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Account Executive	9/26/16	AA	5	A – HH
2	Sports Director	10/24/16	C	3	A – HH
3	Sales Assistant	11/15/16	F	3	A – HH
4	Integrated Digital Specialist	12/19/16	F	3	A – HH

Total Number of Persons Interviewed During Applicable Period: 14

Appendix 2 to Annual EEO Public File Report

Covering the Period from February 1, 2016 through January 31, 2017

Station(s) Comprising the Station Employment Unit: WIVT / WBGH

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	TV jobs.com Broadcast Employment Services	www.tvjobs.com Mark Holloway	PO Box 4116 Oceanside, CA 92052	800-374-0119 800-754-8177	N	1
B	Media line.com	www.medialine.com	PO Box 51909 Pacific Grove, CA 93950	800-237-8073 F:831-648-5204	N	0
C	WIVT station website	John Birchall	203 Ingraham Hill Rd Binghamton, NY 13903	607-771-3434 F:607-723-1034	N	2
D	Syracuse University	Prof. Dow Smith Dcsmit02@syr.edu	215 University Place Syracuse, NY 13244-200	315-443-3946	N	0
E	Company Bulletin Board	John Birchall	203 Ingraham Hill Rd Binghamton, NY 13903	607-771-3434 F:607-723-1034	N	0
F	Word-of-Mouth Referrals	John Birchall	203 Ingraham Hill Rd Binghamton, NY 13903	607-771-3434 F:607-723-1034	N	4
G	Walk-in Applications	John Birchall	203 Ingraham Hill Rd	607-771-3434	N	0

			Binghamton, NY 13903	F:607-723-1034		
H	Broome Community College	Truillo_l@sunybroome.edu	PO Box 1017 Binghamton, NY 13902	607-778-5319	Y	0
I	Ithaca College	Prof Sharon Mazzarella mazzarel@ithaca.edu	953 Danby Road Ithaca, NY 14850	607- 274-1029 607 274-3011	N	0
J	SUNY at Oswego	Bob Casper	Career Services Office 606 Culkin Hall, Oswego, NY 13126	315-312-2255	N	0
K	Columbia University	www.careereducation.c olumbia.edu	2960 Broadway New York, NY 10027	212-854-1754	N	0
L	Broome County Urban League	M. Taylor mtaylor@bcul.org	43-45 Carroll St Binghamton, NY 13901	607-723-7466	Y	0
M	Southern Tier Young Professionals	Kimberly Leornard Kleornard@bckpc.com secretary@styp.org	PO Box 3248 Binghamton, NY 13902	607-748-6581 607-724-3004	Y	0
N	University of Rochester Office of Minority Affairs	OMSA@mail.rochester. edu	310 Morey Hall Rochester, NY 14627	585-275-0651 F:585-473-6494	N	0
O	New York State Broadcasters Association	Sandy Messenio	1805 Western Ave Albany, NY 12203	518-456-8888	N	0
P	SUNY Binghamton	April St. John	PO Box 6000 Binghamton, NY 13902	607-777-2553	Y	0
Q	SUNY Oneonta	Linda Valentine	Ravine Parkway Oneonta, NY 13827	607-436-2534	Y	0
R	Jacksonville State University Dept. of Communications	Tammy Mize tmize@jsu.edu	700 Pelham Road N. Jacksonville, AL 36265		N	0
S	SUNY Potsdam	Karen Hamm hamkl@potsdam.edu	44 Pierrepont Ave Potsdam, NY 13676	315-267-2344 F:315-267-2342	N	0
T	SUNY Plattsburg	career@plattsburgh.edu	202 Kehoe	518-564-2071	N	0

	Career Development Center	u	Administration Building Plattsburg, NY 12901	F518-564-5080		
U	Office of Vocational and Educational services for individuals with disabilities	dmarinac@mail.nysed.gov	44 Hawley Street Binghamton, NY 13901	607-778-1200	Y	0
V	YWCA Vocational / Education Department	tbovier@ywcaofbinghamton.org	80 Hawley Street Binghamton, NY 13901	607-723-3330	Y	0
W	Community Options Inc.	Bill Wagner Bill.wagner@comop.org	182-184 State Street Binghamton, NY 13901	607-722-5971	Y	0
X	New York State Employment Center	Michael Puglisi BTWorks@Labor.state.ny.us USBMPP@labor.state.ny.us	2001 Perimeter Road E Suite 3 Endicott, NY 13760-7392	607-741-4391 f 607-741-4560	Y	0
Y	Broome Tioga Board of Cooperative Educational Services (BOCES)	Laurie Hahl LHAHL@BTBOCES.org	435 Glenwood Ave. Binghamton, NY 13905	607-763-3373 f607-763-3206	Y	0
Z	Job Fairs	John Birchall		607-771-3434	N	3
AA	On-Air Advertisement	John Birchall		607-771-3434	N	4
BB	Adam Goodman Goods Entertainment	Mail@GoodsEntertainment.com Adam@GoodsEntertainment.com	PO Box 1266 Weston, CT 06883	203- 341-0111 f801- 460-3100	Y	0
CC	American Broadcast School	Michelle McCunnell	712 North Watson Road Suite 200 Arlington Texas, 76011	817- 695-2474	N	0
DD	Internal Promotion	John Birchall		607-771-3434	N	0
EE	SUNY Cobleskill Career Development Center	pestadh@cobleskill.edu	St. Rte. 7 Cobleskill, NY 12043	518-255-5700	N	0
FF	SUNY Newpaltz	careers@newpaltz.edu	1 Hawk Dr.	845-257-7869	N	0

			New Paltz, NY 12561			
GG	Cornell University	Jp326@cornell.edu	170 Martha Van Rensselaer Hall Ithaca, NY 14850	607-255-5471	N	0
HH	Nexstar Human Resources				N	0
II	Binghamtonhelpwanted.com				N	0

Appendix 3 to Annual EEO Public File Report

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Station(s) Comprising the Station Employment Unit: WIVT / WBGH

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WIVT / WBGH

	Recruitment Initiative	Description
1	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	During spring semester 2016 (January through April) the station hosted two interns. They were students from Binghamton University. Interns were assigned to the news department and learned about news writing, reporting, producing and anchoring.
2	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	During summer semester 2016 (May through August) the station hosted one intern. He was a student from SUNY Oswego. He was assigned to the news department and learned about news writing, reporting, producing and anchoring.
3	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment. Fall 2015.	During fall semester 2016 (August through December) the station hosted one intern. She was a student from Binghamton University. She was assigned to the production department where she learned about script writing and voiceovers. She also received instruction in creating graphics and print advertisements.
4	Co-sponsoring at least one job fair with an organization in the business and professional community whose membership includes substantial participation of women and	On June 17, 2016, the station co-sponsored, along with the Greater Binghamton Chamber of Commerce, the Greater Binghamton Career Fair at Broome Community College Ice Center, Binghamton, NY. We promoted the event by

	minorities.	broadcasting announcements two weeks prior to the event. Station personnel participated on the Publicity and Implementation Committees.
5	Co-sponsoring at least one job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities.	On December 28, 2016, we co-sponsored, along with the Greater Binghamton Chamber of Commerce, the 2016 Project Homecoming Career Fair at the Oakdale Mall in Johnson City, NY. We promoted the event by broadcasting announcements two weeks prior to the event. Station personnel participated on the Publicity and Implementation Committees.
6	Participation in job fair by station personnel who have substantial responsibility for hiring decision	On December 28, 2016, WIVT /WBGH attended the 2016 Project Homecoming Career Fair at the Oakdale Mall in Johnson City, NY which encompassed recruitment efforts across multiple groups. The job fair was attended by the General Manager.
7	Listing each upper-level opening in a job bank or newsletter of a media groups with broad-based membership, including participation of women and minorities.	The station listed each upper-level category opening in the following job banks of media groups whose membership includes substantial participation of women and minorities: NYSBA (New York State Broadcasters Association) and National Association of Hispanic Journalists.