

**ANNUAL EEO PUBLIC FILE REPORT**  
**WFXV/WPNY**  
**February 1, 2016 – 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):

**WFXV/WPNY**

The information contained in this Report covers the time period beginning **February 1, 2016 to and including January 31, 2017** (the “Applicable Period”). 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 (“SEU”) 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 - January 31, 2017**

Station(s) Comprising the Station Employment Unit: WFXV/WPNY

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hire	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Multi Media Journalist	08/29/2016	C	3	A-CC
2	Multi Media Journalist	11/10/2016	C	3	A-CC
3	Interactive Digital Seller	02/21/2016	R	3	A-CC
4	Account Executive	05/16/2016	R	7	A-CC
5	Account Executive	05/16/2016	I	6	A-CC
6	Account Executive	09/20/2016	R	2	A-CC
7	Creative Service Producer	11/28/2016	C	8	A-CC
8	Creative Service Producer	01/16/2017	R	7	A-CC

Total Number of Persons Interviewed During Applicable Period: 39

Appendix 2 to Annual EEO Public File Report

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

Station(s) Comprising the Station Employment Unit: WFXV/WPNY

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	Internal posting	Diane L Siembab	5956 Smith Hill Road Utica, New York 13502	315-797-5220	N	<b>4</b>
B	Cnyhomepage.com	Diane L Siembab	5956 Smith Hill Road Utica, New York 13502	315-797-5220	N	0
C	Nexstar.tv	Terri Bush	545 E John Carpenter Frwy #700, Irving, TX 75062	972.373.8800	N	<b>11</b>
D	Craigslist.com	None	Website	None	N	0
E	SINewhouse.com	None	Website	None	N	0
F	Ithaca College	None	Ithaca College Ithaca NY 14850	607.274.3365	N	0
G	Herkimer County Community College	Peter Fagan	100 Reservoir Rd Herkimer, NY 13350	315.866.0300 ext. 284	N	0
H	Mohawk Valley Community College	James Maio	Office of Career, Transfer, and Job Placement Services 104B Payne Hall 1101 Sherman Drive Utica, New York 13501	315.731.5710	N	0
I	SUNY Institute of Technology	Anthony Papebianco	PO Box 3050 Utica, NY 13504	None	N	<b>4</b>
J	Utica College	Ann Campbell	1600 Burrstone Rd. Utica, NY 13502	315.732.3087	N	0

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
K	TVJobs.com	None	Website	None	N	0
L	Facebook.com	None	Website	None	N	0
M	Utica Observer Dispatch/Monster.com	None	221 Oriskany Plaza Utica NY 13501	315.735.7511	N	0
N	MY State/VESID	None	Website	None	N	0
O	NY Dept. of Labor	None	207 Genesee St Utica, NY 13501	315.793.2267	N	0
P	SUNY Oneonta	None	Career Services 108 Ravine Parkway Oneonta, New York 13820	None	N	2
Q	SUNY Oswego	None	SUNY Oswego/Career Services 7060 State Route 104 Oswego, New York 13126	None	N	0
R	Employee referral	None	None	None	N	9
S	Rickgevers.com	None	None	None	N	0
T	RTDNA	None	None	None	N	0
U	WFXV/WPNY TV AD	Steve Ventura/DOS	5656 Smith Hill Road Utica, New York 13502	315.272.1340	N	0
V	Syracuse University	Michael E. Cremedas	Syracuse, New York 13244	315.443.4036	N	0
W	Contacted Us Directly	None	None	None	N	0
X	Career Builders.com	None	13047 Collection Center Drive, Chicago, IL 60693	800-891-8880	N	0
Y	Penn State University	None	3451 Walnut Street, Philadelphia, PA 19104	215-898-5000	N	0
Z	Staffworks	Lisa Augustine	600 French Road, New Hartford, NY 13413	315-735-5050	N	0
AA	Indeed		www.indeed.com	NONE	N	0
BB	Linked IN		www.linkedin.com	NONE	N	5
CC	ZIP RECRUITER		Ziprecruiter.com	NONE	N	4

**Covering the Period from February 1, 2016 - January 31, 2017**

Station(s) Comprising the Station Employment Unit: WFXV/WPNY

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WFXV/WPNY

	Recruitment Initiative	Description
1	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The SEU has an established internship program designed to assist members of the community to acquire skills needed for broadcast employment. During this reporting period, the SEU provided internship opportunities for 1 college intern from New York State Broadcasters Association ( <b>Sept. 2016-December 2016</b> ). These internships provided experience in the News and Production departments.
2	Participated at least one job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities	The SEU participated in the Utica College Job Fair on <b>Wednesday, March 2, 2016</b> . Station Promotions Coordinator/Creative Services Director participated in the fair. Participated in the Chamber of Commerce Business Expo on <b>Thursday-September 22, 2016</b> . Station Promotions Coordinator/Creative Service Director. SUNYIT Job Fair on <b>Tuesday-March 15, 2016</b> , Station Local Sales Manager, and Station Promotions Coordinator.