

WKTV-NEWSChannel 2 and the WKTV, LLC believe in equal employment opportunities for all, regardless of race, color, religion, sex, national origin, age, disability or any other legally protected classification.

The Company's policy is to hire and promote the most qualified applicants and to comply with all federal, state and local equal employment opportunity laws.

This policy governs employment and all the company's terms and conditions of employment, including, but not limited to, policies and practices affecting recruitment, recruitment advertising, hiring, promotion, demotion, transfers, reclassification, selection for training, compensation, benefits, company-sponsored educational programs and any other aspect of employment.

Full Time Vacancies Filled During Reporting Period 2/1/17 - 1/31/18

Full Time Position	Recruitment Sources Used (code)*	Recruitment Source for Successful Candidate (code)*	Total Number Interviewed From All Sources	Source for Interviewees
Sales Planner posted 1/21/2017 filled 3/20/2017	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45, 47	35	7	35, 47
Sales Planner posted 1/21/2017 filled 4/26/2017	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45,47	35	7	35, 47
I.T. Specialist posted 5/16/2017 filled 6/23/2017	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45,46,47	2	5	2,9,47

Digital Marketing Consultant Position posted: 12/1/2016 Position filled: 7/17/2017	1,2, 3, 4, 5, 7, 11, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 31, 34, 35, 39, 40, 42, 43, 44, 45, 47, 49, 50, 51	51	6	35,47,51
Technical Media Producer Position posted: 6/19/2017 Position filled: 7/24/2017	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45, 47, 49	43	2	42,43
Morning News Producer Position posted: 6/16/2017 Position filled: 7/31/2017	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45, 47, 49	35	7	11,35,42
Sales Planner Position posted: 5/1/2017 Position filled: 10/23/2017	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45, 47,	35	5	35, 47
Account Executive: Position posted: 1/21/2017 Position filled: 10/16/2017	1, 2, 3, 4, 5, 7, 9, 10, 11, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 30, 31, 33, 34, 35, 38, 39, 40, 42, 43, 44, 45, 47,	35,42	6	35, 42, 47

Weekend Meteorologist: Position posted: 8/22/2017 Position filled: 1/3/2017	1,2, 3, 4, 5, 7, 11, 14, 15, 16, 17, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 31, 34, 35, 39, 40, 42, 43, 44, 45,	13	7	13,33,39,42
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Total Number Interviewed During Period: 52 *See codes listed below under Recruitment Sources

WKTV - NEWSChannel 2, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at the station. We seek the help of local organizations in referring qualified applicants to our station.

Organizations that wish to receive our vacancy information should contact our Business Manager, NEWSChannel 2 by calling (315) 733-0404 or by writing to FCC EEO Officer, NEWSChannel 2, 5936 Smith Hill Rd, Utica, NY 13502. Below is the station's current active list:

***Recruitment Sources 2/1/17 - 1/31/18**

Code No.	Recruitment Source (Name, Address, Contact Person, Phone Number)	Total Number of Interviewees Referred by Source During Recruiting Period	Full Time Positions For Which This Source Was Utilized
1	Oneida County Veterans Services 800 Park Ave. Utica, NY 13501 (315) 798-5830	0	9

2	<p>Working Solutions One Stop Center New York State Office Building, 1st Floor 207 Genesee Street Utica, NY 13501 Phone: (315) 793-2219 Fax: (315) 793-6340 Does_Utica@labor.state.ny.us</p>	2	9
3	<p>Working Solutions One Stop Center 320 N. Prospect Street Herkimer, New York 13350 Phone: (315) 867-1400 hceta@herkimercounty.org</p>	0	9
4	<p>Working Solutions One Stop Center 1006 Oneida Plaza Drive Oneida, New York 13421 Phone: (315) 363-2400 Fax: (315) 363-4545 madet@co.madison.ny.us</p>	0	9
5	<p>SUNY College at Oneonta 108 Ravine Parkway Oneonta, NY 13820 Phone: 607-436-3500</p>	0	9
6	<p>Lyndon State College Department of Atmospheric Sciences</p>	0	0

	<p>P. O. Box 919 Lyndonville, VT 05851 Phone: 802-626-6238 lsc-metchair@lyndonstate.edu</p>		
7	<p>Herkimer County Community College Career Counseling Services 100 Reservoir Rd., RMCC 265 Herkimer, NY 13350 Phone: 315-866-0300 x8284 Fax: 315-866-0706</p>	0	9
8	<p>Utica School of Commerce 201 Bleecker Street Utica, NY 13501 Phone: 1-800-321-4872 Fax: 315-733-9281</p>	0	0
9	<p>SUNY IT Attn: Anthony Panebianco 100 Seymour Road Utica, NY 13502 Phone: 315-792-7500</p>	1	9
10	<p>Mohawk Valley Community College 1101 Sherman Drive Utica, NY 13501 Phone: 315-792-5400</p>	0	9

11	<p>Syracuse University S.I. Newhouse School of Communications Career Development Center 215 University Place Syracuse, NY 13244-2100 belichti@syr.edu</p>	1	9
12	<p>Penn State University Department of Meteorology 503 Walker Building University Park, PA 16802-5013 Phone: 814-865-0478 Fax: 814-865-9429 meteojobs@meteo.psu.edu</p>	0	0
13	<p>SUNY at Albany DAES-ES351 Albany, NY 12222 Phone: 518-442-4556 Fax: 518-442-5825</p>	1	1
14	<p>NAACP - Utica Chapter 1212 Seymour Ave. Utica, NY 13501-40061 Phone: 315-765-0983 uticanaacp@aol.com</p>	0	9

15	<p>NAACP - Utica Chapter 6068 Shed Road Rome, NY 13440 Phone: 315-337-0407</p>	0	9
16	<p>NAACP - Syracuse. P.O. Box 397 Syracuse, NY 13205 Phone: 315-422-6933</p>	0	9
17	<p>Mohawk Valley Community Action Agency 1721 Black River Blvd. Rome, NY 13440 Phone: 315-339-2649 Fax: 315-336-0749</p>	0	9
18	<p>Mohawk Valley Community Action Agency 401 E. German Street Herkimer, NY 13350 Phone: 315-866-0030 Fax: 315-866-2523</p>	0	0
19	<p>Mohawk Valley Community Action Agency 1100 Miller Street Utica, NY 13501 Phone: 315-733-4873</p>	0	9

	Fax: 315-733-8928		
20	Hamilton College 198 College Hill Road Clinton, NY 13323 Phone: 315-859-4011	0	9
21	SUNY Oswego 7060 Route 104 Oswego, NY 13126-3599 Phone: 315-312-3065	0	9
22	Utica College Office of Career Services 1600 Burrstone Road Utica, NY 13502 Phone: 315-792-3087 Fax: 315-792-3370 careerservices@utica.edu	0	9
23	NYS Teamsters - Local 182 110 Lomond Court Utica, NY 13502 315-724-3111	0	9
24	MV Resource Center for Refugees 309 Genesee Street Utica, NY 13501	0	9

	<p>Phone: 315-738-1083 Fax: 315-738-1168 info@mvrccr.org</p>		
25	<p>Colgate University 13 Oak Drive. Hamilton, NY 13346 Phone: 315-228-1000</p>	0	9
26	<p>NYS Broadcasters Association 1805 Western Avenue Albany, NY 12203 Phone: 518-456-8888 Fax: 518-456-8943 info@nysbroadcasters.org</p>	0	9
27	<p>Neighborhood Center 293 Genesee Street Utica, NY 13501 Phone: 315-272-2600</p>	0	9
28	<p>Ithaca College Ithaca, NY 14850 Phone: 607-274-3590</p>	0	9
29	<p>Cornell University 1123 Bradfield Hall Ithaca, NY 14853</p>	0	0

	Phone: 607-255-3034		
30	NYS Education Department VESID 207 Genesee Street Utica, NY 13501 Phone: 315-793-2536 Fax: 315-793-2724	0	9
31	Utica Community Action 253 Genesee Street Utica, NY 13501 Phone: 315-797-6473	0	9
32	SUNY Brockport Dept. of Earth Sciences Lennon Hall 350 New Campus Drive Brockport, NY 14420 Phone: 585-395-2636	0	0
33	Frank N. Magid & Associates, Inc. 1775 Broadway, Suite 1401 New York, NY 10019 Phone: 212-515-4520 Fax: 212-515-4540 newyork@magid.com	2	9

34	WKTV Attn: Human Resources P.O. Box 2 Utica, NY 13503 Phone: 315-733-0404	0	9
	INTERNET SITES & OTHER		
35	www.wktv.com	22	9
36	www.regionalhelpwanted.com	0	0
37	www.spotsndots.com	0	0
38	www.magid.com	0	9
39	www.tvjobs.com	2	9
40	www.medialine.com	0	9

41	www.sbe.org	0	0
42	Word of Mouth	7	9
43	In-House Postings	2	9
44	Walk-In Applicants	0	9
45	Job Fairs	0	9
46	SUNY at Alfred 10 Upper College Drive Alfred, NY 14802 Phone: 607-587-4060	0	0
47	http://www.ziprecruiter.com	11	6
48	http://www.jobrapido.com	0	0

49	Staffworks 600 French Road New Hartford , NY 13413 315-735-5050	0	1
50	NewsCheckMedia LLC 24 West Lancaster Ave., Suite 205 Ardmore, PA 19003	0	0
51	http://www.linkedin.com	1	1

Below is a list of activities the station has participated in during this current reporting period.

FCC EEO Menu Initiatives

The new rules also require media employers to participate in longer-term recruitment initiatives by engaging in a minimum number of initiatives set forth in the rules such as job fairs, training, mentoring or participating in events sponsored by organizations interested in broadcast and employment issues.

2017-2018 Public Appearances by WKTV Personnel

February 2017:

Kristen Walsh emceed “Dance the Night Away” for the Good News Center.

Hosted a high school student for a one-day job shadow.

March 2017:

News staff and other WKTV personnel participated in Utica's annual St. Patrick's Day Parade.

News Staff and other WKTV personnel took part in America's Greatest Heart Run and Walk.

Hosted a group of Central Valley Academy students for a tour of the station.

Hosted two high school students for one-day job shadows.

Don Shipman attended a fundraiser to benefit the Abraham House at Utica College.

April 2017:

Hosted members of the Arc of Oneida-Lewis for a tour of the station.

Hosted two high school students for one-day job shadows.

Kristen Walsh and Spencer Davidson participated in a wheelchair basketball game raising money for adaptive sports at Utica College.

Jill Reale spoke to preschool students at the Half Pint Nursery School in New Hartford.

Jill Reale attended a STEAM science fair at New Hartford High School.

Jason Powles visited a journalism class at Vernon-Verona-Sherrill High School.

Jason Powles served as emcee for Broadway on Ice at the Utica Memorial Auditorium.

May 2017:

Bill Kardas conducted "weather school" for third grade students in Dolgeville.

Bill Kardas attended a career day for middle school students in New York Mills.

Bill Kardas took part in a community reading event at Jefferson Elementary School in Utica.

Jeremy Ryan spoke to a 4-H public policy and media class in Utica.

Various WKTV staff take part in United Way Fundraiser at Saranac Thursday event.

June 2017:

Bill Kardas rode a bicycle in the Ride for Missing Children.

Bill Kardas visited a kindergarten class at Notre Dame Elementary School in Utica.

BOCES intern completed his spring semester internship.

July 2017:

Four WKTV staff members ran in the Boilermaker Road Race in Utica.

Hosted clients from Pathways to Employment for two station tours.

WKTV staff interacted with viewers as part of our Boilermaker and Health Expo coverage.

WKTV staff interacted with viewers as part of our Baseball Hall of Fame coverage in Cooperstown.

August 2017:

Katrina Smith judged a student talent show at Oneida-Herkimer-Madison BOCES in New Hartford.

Hosted members of Arc Herkimer for a station tour.

Summer intern from Ithaca College completed her internship.

September 2017:

Jill Reale guest lectured at a weather/climate class at Herkimer College.

Two high school interns completed their summer internships.

Hosted teachers from the Dolgeville School District for a station tour.

October 2017:

Katrina Smith judged a Halloween costume contest in New Hartford.

Jason Powles attended a career day event at New Hartford Middle School.

Station employees manned a booth and met with the public at Cooptoberfest in Cooperstown.

Steve McMurray emceeds Boy Scouts of America Eagle Scout Dinner

November 2017:

Several station personnel appeared at Stuff the Bus Campaign stops raising money and toys for less fortunate children.

Jeremy Ryan spoke to a 4-H public policy and media class in Utica.

Hosted students from Westmoreland High School for a station tour.

Hosted members of the Oneida 4H club for a station tour.

Hosted clients from Pathways to Employment for a station tour.

Steve McMurray is Keynote Speaker at Veterans Day Ceremony

December 2017:

Audrey Russo took part in a career day at Clinton Middle School.

Hosted a Proctor High School student for a one-day job shadow.

Hosted students from Vernon-Verona-Sherrill High School for a station tour.

Audrey Russo spoke to a journalism class at Herkimer College.

Rachel Murphy attended a career day breakfast at Oneida-Herkimer-Madison BOCES in New Hartford.

Joleen Ferris was a celebrity judge for a charity Christmas tree decoration contest in Utica.

Jill Reale attended at career day at Sauquoit Valley Middle School.

Several station personnel appear at Stuff the Bus Campaign stops raising money and toys for less fortunate children.

Hosted members of Arc Otsego for a station tour.

January 2018:

Katrina Smith, Don Shipman, and Kristen Copeland judged a figure skating competition at the New Hartford Recreation Center.

Audrey Russo hosted a Make-A-Wish presentation at the Adirondack Bank Center in Utica.