

WNYF-CD, WWNY-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|---|--|-----------------------|
| Multi Media Consultant | 2, 5-6, 9 | 9 |
| Morning Show Producer | 2, 5-6 | 6 |
| TECHNICAL MEDIA PRODUCER/ COMMERCIAL PRODUCER - WWNY | 2-8, 10-16 | 4 |
| MULTIMEDIA CONSULTANT - WWNY | 2, 4-8, 10-16 | 4 |
| NEWS ANCHOR (W/END) / (W/DAY) MMJ - WWNY | 1-2, 5-8, 10-16 | 1 |

WNYF-CD, WWNY-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 1 | Application on file | N | 1 |
| 2 | CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings | N | 0 |
| 3 | Current Employee | N | 1 |
| 4 | Employee Referral | N | 3 |
| 5 | Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting | N | 0 |
| 6 | Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting | N | 5 |
| 7 | Jefferson Community College 1220 Coffeen St. Watertown, New York 13601 Phone : 315-786-2269 Michelle Gefell Manual Posting | N | 0 |
| 8 | JournalismJobs.com , New York Phone : 510-508-7386 Url : http://www.journalismjobs.com Online Job Board Manual Posting | N | 0 |
| 9 | LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting | N | 4 |

WNYF-CD, WWNY-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 10 | St. Lawrence University Center For Career Excellence 23 Romoda Dr. Canton, New York 13617 Phone : 315-229-5906 Ann Pedersen Manual Posting | N | 0 |
| 11 | SUNY College of Tech, Career Services Cornell Drive FOB 232 Canton, New York 13617 Phone : 315-386-7119 Joel Bixby Manual Posting | N | 0 |
| 12 | SUNY Oswego 7060 State Route 104 Oswego, New York 13126 Phone : 315-312-2500 Career Placement Manual Posting | N | 0 |
| 13 | Syracuse Post Standard PO Box 4915 One Clinton Square Syracuse, New York 13221 Phone : 315-470-0032 Classified Desk Manual Posting | N | 0 |
| 14 | TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Online Job Board Manual Posting | N | 0 |
| 15 | Watertown Daily Times 260 Washington St. Watertown, New York 13601 Phone : 315-782-0400 Lori Coburn Manual Posting | N | 0 |

WNYF-CD, WWNY-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|---|--|---|
| 16 | www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 14 |

WNYF-CD, WWNY-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|--|-------------------------------------|---|
| 1 | 3/17/2023 | Participation in other activities designed by the station employment unit | Job shadowing program for high school senior | 4 | Communications Manager Director of Operations Meteorologist |
| 2 | 3/30/2023 | Participation in other activities designed by the station employment unit | Indian River Middle School visit: Classroom visit by middle school 5th graders discussing weather and meteorology with Q & A sessions for the students | 1 | Meteorologist |
| 3 | 3/30/2023 | Participation in Job Fairs | Area university job fair: 2 day event attended by WWNY and Gray Television personnel to recruit graduating students for employment opportunities at Gray Television | 1 | News Director |
| 4 | 4/20/2023 | Provision of training to management | On April 20, 2023, our Office Manager attended a training on the FCC's EEO Rules and Regulations provided by Wiley Rein | 1 | Office Manager |
| 5 | 4/21/2023 | Participation in events or programs sponsored by educational institutions | Middle School Classroom Visit from Indian River Middle School: Station Meteorologist spoke at a local middle school about weather phenomena and careers in Meteorology. Talked about specific educational requirements and skills needed to be a Meteorologist while presenting slides and a video. | 1 | Meteorologist |
| 6 | 5/11/2023 | Participation in events or programs sponsored by educational institutions | Middle School Career Day Event South Lewis School District: Station Meteorologist spoke at 3 different sessions at a local middle school about careers in Meteorology and other news/media positions at our station. Talked about specific educational requirements and skills needed to be a Meteorologist while presenting slides and a video. | 2 | Communications Director Meteorologist |
| 7 | 5/23/2023 | Participation in events or programs sponsored by educational institutions | Career Exploration for Pre-Tech Students from Jefferson Lewis BOCES: Station Meteorologist spoke at a local technical school about education and careers in Meteorology. Talked about specific educational requirements and skills needed to be a Meteorologist while presenting slides and a video. | 1 | Meteorologist |

WNYF-CD, WWNY-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|---|---|-------------------------------------|--|
| 8 | 5/25/2023 | Participation in Job Fairs | The Workplace 7th Annual Career Jam: Over 2,000 students from 3 counties attended a career informational event. Students interested in communications and media careers were given the opportunity to ask questions about station job opportunities and participated in hands-on activities, such as mock newscasts acting as reporters and anchors. Station staff set up a teleprompter for students to read scripts and then get feedback from station on-air talent. | 9 | Communications Director News Director Director of Operations Technical Media Producer |
| 9 | 6/9/2023 | Participation in other activities designed by the station employment unit | School Tour for Edwards Knox High School: Students spoke with News personnel who explained how the news broadcasts are made and what each employee in the news department did for their job. Students also watched a live newscast from the studio with a question and answer session following. | 6 | Communications Director News Director Meteorologist Morning News Anchor |
| 10 | 9/29/2023 | Participation in other activities designed by the station employment unit | School tour by Immaculate Heart Central High School students: Students spoke with News personnel who explained how the news broadcasts are made and what each employee in the news department did for their job. Students also watched a live newscast from the studio with a question and answer session following. | 3 | GM/VP Assignment Desk Morning News Producer |
| 11 | 10/3/2023 | Participation in Job Fairs | The Workplace 11th Annual Jefferson-Lewis Job Fair: With over 200 attendees and 60 local businesses, station staff interacted with candidates looking for employment opportunities. Discussed current openings, job classifications and skill sets needed for employment in the media industry. | 1 | Communications Director |
| 12 | 10/18/2023 | Participation in Job Fairs | SUNY Oswego Career and Internship Fair: Career placement event attended by WWNY and Gray Television personnel to recruit graduating students for employment opportunities at Gray | 1 | News Director |

WNYF-CD, WWNY-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|----|-------------|---|---|-------------------------------------|---|
| 13 | 10/18/2023 | Participation in other activities designed by the station employment unit | Job shadowing program sponsored by WWNY for Sackets Harbor High School: Program allows high school students to job shadow specific departments at the station. For 2 days, students shadow station employees in their particular field of interest in hopes of one day securing a job in the journalism field. | 6 | Communications Director News Director Morning News Producer Assignment Manager |
| 14 | 11/15/2023 | Participation in Job Fairs | Workforce Connections: Local area high school students participate in mock job interviews, resume and cover letter writing and interactions with businesses attending the event. | 4 | Communications Director Master Control Supervisor Director of Operations Director of Creative Services |