Annual EEO Public File Report Form

WRGB & WCWN

Annual EEO Public File Report

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WRGB and WCWN Schenectady New York and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning February 1, 2011 to January 31, 2012.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;

2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately 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 Sections 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 numbers listed on Appendix 2 under the column entitle "Full-Time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed "interviewed" when he or she was interviewed in person.

Appendix 1 to

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Covering the Period from February 1, 2011 to January 31, 2012

Station(s) Comprising Station Employment Unit: WRGB and WCWN

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	Reporter	Freedom website	3
2	Assignment Editor	Internal transfer	5
3	Account Executive	Times Union	8
4	Interactive Content Producer	EE referral	7
5	Videographer (3)	EE referral (1) Freedom website (1) TVJobs.com (1)	8
6	Account Executive (WCWN)	EE referral	9
7	Sr. Interactive Account Executive	EE referral	3
8	Producer	Freedom website	3
9	Reporter	TVjobs.com	7

Total Number of Persons Interviewed During Applicable Period: 53

Appendix 2 to

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Covering the Period from February 1, 2011 to January 31, 2012

Station(s) Comprising Station Employment Unit: **WRGB & WCWN**

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number,Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	**Centro Civico** Attn: Ladan Alomar 143-145 East Main Street Amsterdam, NY 12010 Contact Preference: US Mail	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
B	**Carver Community Center** Attn: R. Walker 700 Craig Street Schenectady, NY 12307 Contact Preference: US Mail	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
C	Arbor Hill Community Center Attn: Harris Oberlander 47 North Lark Street Albany, NY 12210 Contact Preference: US Mail	0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE

		0 0	Producer Reporter
D	**Centro Civico** Attn: Dr. Cecilia Sanz 20 Green Street Albany, NY 12202 Contact Preference: US Mail	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
E	**New York State Broadcasters** Attn: Sandy Hickey Job bank 115A Great Oak Office Park Albany, NY 12203 (518)456-8888 Fax:456-8943 sandy@nysbroadcastersassn.org Contact Preference: website	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
F	**College Of Saint Rose** Attn: Mary Alice Molgard Job Bank Coordinator College Of Saint Rose 432 Western Avenue, Box 121 Albany, NY 12203 (518)454-5265 Fax:458-5446 molgardm@mail.strose.edu or www.strose.edu Contact Preference: US Mail	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
G	**The Women's Building, Inc.** Attn: Liz Bryant, Coordinator 373 Central Avenue Albany, NY 12206 (518)465-1597 Fax:465-1598 Contact Preference: US Mail	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
H	**The Institute of Production and Recording ****	0 0	Reporter Assignment Editor

	Norbert Kreuzer, Director Career Services 312 Washington Avenue North Minneapolis, MN 55401 Contact Preference: US Mail	0 0 0 0 0 0 0	Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
I	**Gay & Lesbian Community Council** Attn: Carrie Knepp P.O. Box 131 Albany, NY 12201 (518)462-6138 Fax: (518)462-2101 cknepp@cdglcc.org Contact Preference: US Mail	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
J	**NAACP** Attn: Debora Brown Johnson PO Box 2544 Albany, NY 12220-0544 (518)372-4409 Fax: (518)372-5143 Contact Preference: US Mail	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
K	**Hispanic Outreach Services** Attn: Nilda Giraldi 1 Kimball St. Amsterdam, NY 12010-4109 (518)382-2004 Fax: (518)382-2695 Contact Preference: US Mail	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
L	**Idaho State University **** Tom Hallaq, M.Ed. Asst Professor-Television Broadcasting James Rogers Dept of Mass Communications 921 South 8th Avenue Stop 8242 Pocatello, Idaho 83209-8242	0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer

	halltom@isu.edu	0	Reporter
M	**Ohio Center For Broadcasting *** Attn: Gary James 9885 Rockside Road Suite 160 Valley View Ohio, 44125 Contact Preference: US Mail	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
N	**Center For Broadcasting *** Attn: Mark Life Colorado Campus 404 S Upham Street Lakewood, Colorado, 80226 Contact Preference: US Mail	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
O	**The Art Institute of California-San Francisco**** 1170 Market Street San Francisco, CA 94102-4928 ldzwonczyk@aii.edu Contact Preference: US Mail	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
P	Tvjobs.com http://jobstvjobs.com	2 0 0 1 4 1 0 0 6	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
Q	Times Union	3 1 2 1 0	Assignment Editor Account Executive InteractiveContentProd Videographer (2) Producer

R	New York State Labor Dept http://www.blogger.com	0 0 0 0 0 0 0 0 0	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN) Sr Interactive AE Producer Reporter
S	Medaline http://medialine.com/jobsubmi	0 0 0 0	Reporter Assignment Editor Producer Reporter
T	Monster www.monster.com	0 0	Assignment Editor Account Exec(WCWN)
U	Career builder www.careerbuilder.com	1	Account Executive
V	Martin Luther King Job Fair Empire State Plaza Convention Center Albany, New York April 14, 2011	0 2 0 0	Assignment Editor InteractiveContentProd Videographer (2) Account Exec(WCWN)
W	Freedom Website	1 1 1 7 1	Reporter Account Executive Videographer (3) Account Exec(WCWN) Producer
X	Referral	1 5 2 2 1 2 2 1	Assignment Editor Account Executive InteractiveContentProd Videographer (2) Account Exec(WCWN) Sr Interactive AE Producer Reporter
Y	Internal Posting	0 1 0 0 0 1	Reporter Assignment Editor Account Executive InteractiveContentProd Videographer (3) Account Exec(WCWN)

		0 0 0	Sr Interactive AE Producer Reporter

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

** On or about May 2011 the group requested to be added to the community group list.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from February 1, 2011 to January 31, 2012

Station(s) Comprising Station Employment Unit **WRGB & WCWN**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by **WRGB & WCWN**

INTERNSHIP PROGRAM

Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

The WRGB/WCWN has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates from local colleges and technical schools and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer.
- Create symbiotic relationship between interns and Station Employment Unit.
- Provide interns with opportunities to translate classroom theories into industry applications. Interns will have the opportunities to develop practical skills that will improve their chances for success in the broadcast industry.

Eligibility Requirements:

- Applicants must be attending an accredited institution. Graduate students are also eligible.
- The applicant must be at least 18 years of age.
- The applicants must be in good academic standing as defined by his or her academic institution.

- The applicants must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institutions during the quarter or semester in which the intern ship is performed. Interns are not paid.

In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.

Any person interested in an internship should contact WRGB/WCWN for more details.

Internship Program Review

Our 2011 internship programs attracted twenty six college students and one student from Albany Law School. The students interned in the News Department. The colleges represented were SUNY Albany, SUNY Oswego, SUNY Genesio, Syracuse University, Cornell University, College of Saint Rose, Union College, Quinnipiac University and New School of Radio and Television.

Educational Events

Station personnel participated in the following events during the reporting period:

4/08/11: Anchor led students from the Schenectady School District on a tour of the station including observation of the noon news live. The tour also included a discussion of career exploration in the broadcast media field.

5/19/11: Anchor led students from the Lansingburgh Middle & High School Transition Program on a tour of the station including observation of the noon news live. The tour also included a discussion of career exploration in the broadcast media field.

6/03/11: Anchor led the 4th grade class of Pownal Elementary School on a tour of the station including observation of the noon news live. The tour also included a discussion of career exploration in the broadcast media field.

10/05/11: Anchor spoke to students form the Mohonasen High School Live Production class regarding career exploration in the broadcast media field.

11/16/11: Anchor spoke to the 11th and 12th grade Communications class at Ballston Spa School District concerning the broadcast media industry and discussed the rewards and challenges of becoming an on-air reporter or anchor.

various: Meteorologist discussed weather facts and figures, on-air meteorology and the Broadcast Media field followed with a question and answer period at events hosted by the Latham Ridge Elementary School 3rd grade class on 2/18/11, the Shaker Road Elementary School 2nd grade class on 3/03/11, the Lynch Literacy Academy 6th and 7th grade classes on 3/29/11 and the Blue Creek Elementary School 2nd grade class on 5/20/11.

TRAINING

The station is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.

1/18/12: Business Manager completed the on-line training course entitled Recognizing and preventing Sexual Harassment: Manager's Edition.

11/11: During November 2011 the following department managers received booklets entitled "Preventing Sexual Harassment and Other Forms of Discrimination" and "Preventing Discrimination in Your Workplace." – Production Manager, Creative Services Manager, News Director, General Sales Manager and Business Manager. These individuals also signed statements acknowledging awareness of the company policies relating to discrimination, harassment and workplace protocol and their responsibility to comply with and enforce EEO rules and company policies.

2/22/11 and 4/6/11: Newly promoted WCWN Local Sales Manager on these dates viewed two separate DVDs. One was entitled "EEO Compliance For Supervisors and Managers" and the other "Legal Survival Skills for the Modern Manager." A Q&A with the Business Manager followed each one of these sessions. At the conclusion of each session a statement acknowledging receipt of the dvd and awareness of the company policies relating to discrimination, harassment and workplace protocol were signed. The statement also contains an acknowledgement of responsibility as a supervisor/manager to comply with and enforce EEO rules and company policies.

JOB FAIRS

Palm Beach State College Job Fair April 7, 2011
Sr Director HR, Freedom Broadcast Division

Dr. King Career Fair April 14, 2011
WCWN Local Sales Manager, News Director, Director of Engineering

Jobs Phone Bank live on air during evening newscast February 16, 2011 and May 18, 2011. The following employers were present to field calls from prospective employees: Time Warner, ManPower, Seton Health, Center For The Disabled, Robert Half Recruiters, Next Act, Equinox, Parsons Child And Family, Schenectady ARC, Price Chopper, Stewart's Shops and Global Foundries.

COMMUNITY GROUPS

8/04/11: Anchor spoke to the Schenectady County Library Summer Creative Writing Teen Boot Camp High School class regarding entering into the Broadcast Media field. She discussed the rewards and challenges of becoming an on-air Reporter and Anchor.

7/27/11: Anchor spoke to the Schenectady County Library Summer Creative Writing Teen Boot Camp Middle School class regarding entering into the Broadcast Media field. She discussed the rewards and challenges of becoming an on-air Reporter and Anchor.

7/13/11: Anchor participated in a Career Exploration event hosted by the Pack #5 Lansingburgh Cub Scouts. The rewards and challenges of becoming a Reporter were discussed.

7/13/11: Anchor participated in a Career Exploration event hosted by the Kindercare Summer Camp. The rewards and challenges of becoming a Reporter were discussed.

4/20/11: Meteorologist led the 4th grade Girl Scouts from Clifton Park on a tour of the Weather Department and spoke about severe weather. A Q & A session followed the tour and discussion.

4/13/11: Sr. Director HR of Freedom Broadcast Division participated in the 2011 NAB Career Day held at the NAB 2011 annual conference in Las Vegas, Nevada. The event attracted over 1000 attendees. All of the current Freedom broadcast positions and internship programs were discussed with interested attendees. Job seekers were given the hiring manager's direct contact for the position.

3/25/11: Meteorologist led the cub scouts from the Bradt Elementary School on a tour of the Weather Department and spoke about severe weather. A Q & A followed the tour and discussion.

2/22/11: Anchor led the Glenville Cub Scouts from Pashley Elementary School on a tour of the news studio followed by a discussion and Q & A. The rewards and challenges of becoming a Reporter were discussed. The cub scouts also observed the noon news live.