
Annual EEO Public File Report Form
WSYT/WNYS (LMA) – SYRACUSE, NY
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): WSYT/WNYS (LMA) – SYRACUSE, NY and is required to be placed in the public inspection files of these station, and posted on their web sites, if they have a web site.

The information contained in this Report covers the time period beginning January 24, 2007, to and including January 31, 2008 (the “Applicable Period”).

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 Annual EEO Public File Report Form
Covering the Period from January 24, 2007 - January 31, 2008
Station Comprising Station Employment Unit: WSYT
Section 1: Vacancy by Job Title

<u>FULL-TIME POSITIONS</u>	<u>RECRUITMENT SOURCE</u>	<u>TOTAL NUMBER OF</u>
<u>FILLED BY JOB TITLE</u>	<u>OF HIREE</u>	<u>INTERVIEWEES FROM</u>
		<u>ALL SOURCES FOR THIS</u>
		<u>POSITION</u>
Commercial Producer	Referral	7
Traffic Assistant	Sinclair website-sbgi.net	8
Account Executive	Syracuse Newspaper	12
Master Control Operator	Internal applicant	4
Graphic Designer/WebMaster	foxsyracuse.com	6
Master Control Operator	Internal applicant	5
Account Executive (2)	Syracuse Newspapers/Monster.com	12
Promotion Producer(2)	Syracuse Newspapers/Internal applicant	7
Producer	Internal applicant	7
Account Executive	Referral	2
Master Control Operator	Internal applicant	5
Total number of persons interviewed during the applicable period:		75

Appendix 2 to Annual EEO Public File Report Form

Covering the Period from January 24, 2007- January 31, 2008

Station Comprising Station Employment Unit: WSYT

Section 2: Recruitment Source Information

	<u>Recruitment Source</u>	<u>Full-Time Positions for which this Source was utilized</u>	<u>Total number of Interviewees this Source has provided</u>
1	Sinclair Broadcast Group (Website: www.sbgi.net)	Commercial Producer	2
	10706 Beaver Dam Road	Traffic Assistant	1
	Cockeysville, MD 21030	Account Executive	0
	Attn: Sharon Pickeral	Master Control Operator	1
		Graphic Designer/WebMaster	0
		Master Control Operator	1
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	4
		Account Executive	0
		Master Control Operator	0
2	Syracuse Newspapers	Commercial Producer	0
	PO Box 4915	Traffic Assistant	6
	Syracuse, NY 13221	Account Executive	7
	Attn: Michelle Martin	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	8
		Master Control Operator	4
		Promotion Producer	3
3	The NYS Broadcasters Assn. Inc.	Commercial Producer	0
	Sandy Hickey	Traffic Assistant	0
	1805 Western Avenue	Account Executive	0
	Albany, NY 12203	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0

4	NAACP- Syracuse/Onondaga	Commercial Producer	0
	Preston Fagan, President	Traffic Assistant	0
	PO Box 397 Colvin Station	Account Executive	0
	Syracuse, NY 13205	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
5	Arise, Inc.	Commercial Producer	0
	David Borst	Traffic Assistant	0
	635 James Street, Ste 110	Account Executive	0
	Syracuse, NY 13203	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
6	The Spanish Action League	Commercial Producer	0
	Maritza Alvarado	Traffic Assistant	0
	700 Oswego Street	Account Executive	0
	Syracuse, NY 13204	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
7	Syracuse University	Commercial Producer	0
	Ed Pulaski	Traffic Assistant	0
	Crouse Hinds School of Management Bldg., Ste. 310	Account Executive	0
	Syracuse, NY 13244	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0

8	Syracuse University	Commercial Producer	0
	Sue Catanes	Traffic Assistant	0
	Crouse Hinds School of Management Bldg., Suite 310	Account Executive	0
	Syracuse, NY 13244	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
9	New House School of Communication	Commercial Producer	0
	Bridget Lichtinger, Dir. Of Career Development	Traffic Assistant	0
	215 University Place	Account Executive	0
	Syracuse, NY 13244-2100	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
10	Cornell Career Services	Commercial Producer	0
	Cornell University	Traffic Assistant	0
	Norma Cancellari	Account Executive	0
	103 Barnes Hall	Master Control Operator	0
	Ithaca, NY 14853	Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
		Traffic Assistant	0
11	Onondaga Community College/Business	Commercial Producer	0
	Lisa Woolner	Traffic Assistant	0
	Academic 1, Room 254	Account Executive	0
	Syracuse, NY 13215-2099	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0

		Master Control Operator	0
12	Onondaga Community College	Commercial Producer	0
	Electronic Media Communication Dept.	Traffic Assistant	0
	Nancy Licata, Radio & TV Department	Account Executive	0
	4941 Onondaga Road	Master Control Operator	0
	Syracuse, NY 13215	Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
13	Tompkins Cortland Community College	Commercial Producer	0
	Jim Hull, Director of Counseling & Career Services	Traffic Assistant	0
	Placement Services	Account Executive	0
	170 North Street, Box 139	Master Control Operator	0
	Dryden, NY 13053	Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
14	LeMoyne College	Commercial Producer	0
	Linda McGraw, Director of Career Services	Traffic Assistant	0
	1419 Salt Springs Road	Account Executive	0
	Syracuse, NY 13214-1399	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
15	CCC/Planning Student Development Center	Commercial Producer	0
	Meg Osborne	Traffic Assistant	0
	197 Franklin Street	Account Executive	0
	Auburn, NY 13021	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0

		Account Executive	0
		Master Control Operator	0
16	SUNY Oswego	Commercial Producer	0
	Department of Communicaiton Studies	Traffic Assistant	0
	Cristina Pieraccini	Account Executive	0
	6 Lanigan Hall	Master Control Operator	0
	Oswego, NY 13126	Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
17	Ithaca College	Commercial Producer	0
	John Fracchis, Asst. Dir. Recruiting Coordinator	Traffic Assistant	0
	1101 Gannett Cneter	Account Executive	0
	Ithaca, NY 14850	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
18	NYS Dept. of Labor	Commercial Producer	0
	Roger Fellows	Traffic Assistant	0
	c/o CNY Works	Account Executive	1
	443 N. Franklin Street	Master Control Operator	0
	Syracuse, NY 13204	Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
19	WAR Associates	Commercial Producer	0
	Deirdre Brown	Traffic Assistant	0
	PO Box 100	Account Executive	0
	Nedrow, NY 13120	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0

		Account Executive	0
		Master Control Operator	0
20	American Society of Women Accountants	Commercial Producer	0
	Roseanne Bottoe, EA	Traffic Assistant	0
	222 Hanover Avenue	Account Executive	0
	Liverpool, NY 13088	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
21	Displaced Homemaker Program/NYS	Commercial Producer	0
	Mary Hoben	Traffic Assistant	0
	770 James Street, Ste 145	Account Executive	0
	Syracuse, NY 13203	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
23	CNY WORKS	Commercial Producer	0
	Manny Martinez	Traffic Assistant	0
	443 North Franklin Street	Account Executive	0
	Syracuse, NY 13202	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
		Traffic Assistant	0
24	OCM BOCES Career Training Center	Commercial Producer	0
	Harriet Silverman, Employment Specialist	Traffic Assistant	0
	4500 Crown Road	Account Executive	0
	Liverpool, NY 13090	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0

		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
25	Oswego County BOCES	Commercial Producer	0
	179 County Route 64	Traffic Assistant	0
	Mexico, NY 13114	Account Executive	0
		Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
26	Dunbar Center	Commercial Producer	0
	Clara Everson	Traffic Assistant	0
	1453 S. State Street	Account Executive	0
	Syracuse, NY 13205	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
27	Southwest Community Center	Commercial Producer	0
	MaryAnne Ciccarelli	Traffic Assistant	0
	401 South Avenue	Account Executive	0
	Syracuse, NY 13204	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
28	West Side Learning Center	Commercial Producer	0
	Theresa Pagano, CAO	Traffic Assistant	0
	422 Gifford Street	Account Executive	0
	Syracuse, NY 13204	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0

		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
29	Eastside Neighbors in Partnership	Commercial Producer	0
	Jim Dessauer, Director	Traffic Assistant	0
	PO Box 8016	Account Executive	0
	Syracuse, NY 13217	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
30	Syracuse Northeast Community Center	Commercial Producer	0
	Katie Jayson	Traffic Assistant	0
	716 Hawley Avenue	Account Executive	0
	Syracuse, NY 13203	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
31	NAMIC	Commercial Producer	0
	National Assoc of Minorities in Communication	Traffic Assistant	0
	Roxanne Remekie	Account Executive	0
	336 W. 37th Street	Master Control Operator	0
	Suite 302	Graphic Designer/WebMaster	0
	New York, NY 10018	Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
32	Senior Job Bank	Commercial Producer	0
	Eric Summers	Traffic Assistant	0
	1383 Steel Bridge Raod	Account Executive	0
	MacClenny, FL 32063	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0

		Account Executive	0
		Master Control Operator	0
33	California Chicano News Media Assoc. (CCNMA)	Commercial Producer	0
	Sylvia Wells	Traffic Assistant	0
	3800 S. Figueroa Street	Account Executive	0
	Los Angeles, CA 90037-1206	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
34	Massachusetts College of Liberal Arts	Commercial Producer	0
	Dr. Robert E. Bishoff	Traffic Assistant	0
	375 Church Street	Account Executive	0
	North Adams, MA 01247-4100	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
35	Office of Cooperative Education and Career Services	Commercial Producer	0
	Rochester Institute of Technology	Traffic Assistant	0
	57 Lomb Memorial Drive	Account Executive	0
	Rochester, NY 14623-5603	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
		Traffic Assistant	0
36	Asian American Journalists Assoc.	Commercial Producer	0
	1182 Market Street, Suite 320	Traffic Assistant	0
	San Francisco, CA 94102	Account Executive	0
		Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0

		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
37	National Association of Black Journalists	Commercial Producer	0
	8701-A Adelphi Road	Traffic Assistant	0
	Adelphi, MD 20783	Account Executive	0
		Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
38	Hispanic Link News Service	Commercial Producer	0
	1420 N. Street, NW	Traffic Assistant	0
	Washington, DC 20005	Account Executive	0
		Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
39	Native American Journalists Association	Commercial Producer	0
	555 Dakota Street, Al Neuharth Media Center	Traffic Assistant	0
	Vermillion, SD 57069	Account Executive	0
		Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
40	Native American Public Telecommunications	Commercial Producer	0
	1800 No 33rd Street	Traffic Assistant	0
	Lincoln, NE 68583	Account Executive	0
		Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0

		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
41	National Association of Broadcasters	Commercial Producer	0
	1771 North Street, NW	Traffic Assistant	0
	Washington, DC 20036	Account Executive	0
		Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
42	National Black MBA Association	Commercial Producer	0
	180 N. Michigan Avenue, Ste.1515	Traffic Assistant	0
	Chicago, IL 60601	Account Executive	0
		Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
43	National Association of Hispanic Journalists	Commercial Producer	0
	1000 National Press Bldg. 52914th Street, NW	Traffic Assistant	0
	Washington, DC 20045	Account Executive	0
		Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
44	National Hispanic Media Coalition	Commercial Producer	0
	2514 S. Grand Avenue	Traffic Assistant	0
	Los Angeles, CA 90007	Account Executive	0
		Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0

		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
45	SUNY – The Medgar Evers College	Commercial Producer	0
	Office of Career Management Services	Traffic Assistant	0
	1650 Bedford Avenue	Account Executive	0
	Brookly, NY 11225	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
46	Cheyney University	Commercial Producer	0
	Career Services Office	Traffic Assistant	0
	1837 University Circle	Account Executive	0
	Cheyney, PA	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
47	tvjobs.com (Broadcast employment Services)	Commercial Producer	0
	Mark Holloway, President	Traffic Assistant	0
	PO Box 4116	Account Executive	0
	Oceanside, CA 92052	Master Control Operator	0
	760-754-8177	Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
48	Medialine.com	Commercial Producer	0
	Mark Shilstone, Manager	Traffic Assistant	0
	Box 51909	Account Executive	0
	Pacifi Grove, CA 93950	Master Control Operator	0
	800-237-8073	Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0

		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
49	Bishop State Community College*	Commercial Producer	0
	351 N. Broad Street	Traffic Assistant	0
	Mobile, AL 36603-5898	Account Executive	0
	251-662-5371	Master Control Operator	0
		Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	0
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
50	SalesJobs.com	Account Executive	0
	1624 Franklin Street Penthouse		
	Oakland, CA 94612		
	www.salesjobs.com		
51	Monster.com	Commercial Producer	0
	5511 Capital Center Drive	Traffic Assistant	0
	Suite 206	Account Executive	2
	Raleigh, NC 27606	Master Control Operator	0
	Attn: Judy Fonda, Account Manager	Graphic Designer/WebMaster	0
		Master Control Operator	0
		Account Executive	3
	**contract ended 12/31/2007	Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
52	Careerbuilder.com	Promotion Producer	1
	5550-A Peachtree Parkway		
	Suite 2000		
	Norcross, GA 30092		
	Attn: Rayne Harris, Account Manager		
	www.careerbuilder.com		
	Date added:01/01/2008		
53	Referral	Commercial Producer	2
		Traffic Assistant	1
		Account Executive	1
		Master Control Operator	0
		Graphic Designer/WebMaster	3

		Master Control Operator	0
		Account Executive	2
54	Internal Application	Commercial Producer	1
		Traffic Assistant	0
		Account Executive	0
		Master Control Operator	3
		Graphic Designer/WebMaster	0
		Master Control Operator	4
		Producer (commercial)	3
		Master Control Operator	1
		Promotion Producer	3
55	Indeed.com	Graphic Designer	1
	(Note: Station Employment Unit does not utilize this site but candidate indicated this as a source.)		
56	hotjobs.com	Graphic Designer	1
	(Note: Station Employment Unit does not utilize this site but candidate indicated this as a source.)		
57	Station Websites (foxsyracuse.com/my43.tv)	Commercial Producer	2
		Traffic Assistant	0
		Account Executive	1
		Master Control Operator	0
		Graphic Designer	1
		Master Control Operator	0
		Account Executive	1
		Promotion Producer	0
		Producer (commercial)	0
		Account Executive	0
		Master Control Operator	0
	Total number of Interviewees		75

* This station employment unit broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us.

Appendix 3 to
Annual EEO Public File Report Form
Covering the Period from January 24, 2007 to January 31, 2008
Station Comprising Station Employment Unit WSYT and WNYS (LMA)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WSYT and WNYS (LMA) – Syracuse.

1. Internship Program

The station employment unit has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

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

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship 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.

Applicants can contact the station employment unit for information on how to apply for an internship as well as contacting their schools' intern offices.

During the period 1/24/2007 through 1/31/2008, the Station Employment Unit had a total of two students interning in the programming and productions departments. One intern was from LeMoyne College, and one from Syracuse University.

2. Participation in four (4) events or programs sponsored by educational institutions relating to career opportunities in broadcasting

Event A

Date of Event: February 28, 2007

Participating Employee: Ed Sautter, Promotions Director

Location: Syracuse University

Newhouse I, 2nd Floor, Rm 206, Syracuse, NY

Contact Person: Fiona Chew Associate Professor Television-Radio-Film

SU Newhouse School of Public Communications

Syracuse University, 215 University Place, Syracuse, NY 13244

(315) 443-9241 E-mail: cmrfchew@syr.edu

Mr. Sautter was invited as a guest speaker in Prof. Chew's class of "TV-Radio-Film Principles and Practice". He initialized his lecture with a description of his own career development. Mr. Sautter then developed his lecture by sharing the various career paths that are available in the broadcast industry. At the end of his lecture, Mr. Sautter fielded questions from the students and offered advice about making a career in television promotions. He further informed the students about current openings within the station employment unit. The class of thirty-one students has a mixed cultural and racial base.

3. Co-Sponsoring Job Fair

The Station Employment Unit consistently makes every effort to widely disseminate job information when available. In a further effort to make our equal employment opportunities available, our station employment unit was directly involved with taking the newest concept of a "Broadcasting Career Fair" to the internet along with The New York State Broadcasters Association, Inc. The event was promoted by broadcasting announcements over a one week period prior to the event, beginning on March 12th. Station Employment Unit personnel participated on the Publicity.

Date of Station Participation: March 19-March 25, 2007

Location: www.NYSBroadcastersCareerFair.com

During the one week period there was opportunity for our viewers to post their resumes and to apply for jobs which were posted in "our" booth (CNY003). Our station employment unit received resumes directly from our booth(CNY003), as well as resumes that were re-directed from the fair to our local website. The resumes were distributed to hiring managers.

4. Community Event Participation

Event A:

Mt. Goat Run

Date: May 6, 2007

Location: Clinton Square, Downtown, Syracuse, NY

Host/Sponsor of Activity: YMCA

Media Sponsor: WSYT/WNYS (LMA)

Participating Employees: Ed Sautter, Promotion Director, Promotions Manager, Leslie Baycura, Publicity Coordinator, Jessica Bull.

Brief Description of Activity and Station Employment Unit Participation: A community and station employment unit event to increase the community awareness of the large number of programs offered by the YMCA and to raise funds to support those programs. Promotional spots ran in the weeks preceding the event to encourage participation and attendance. The station employment unit staff provided current employment opportunity information via handouts. The Mountain Goat Run has experienced steady growth in participation, sponsorship and community interest. Last year over 3,000 people participated in one of the Mountain Goat Events and the 10-Mile Mountain Goat Run and companion 5k saw 30% increase in participation. This event is attended by a large representation of women and minorities.

Event B:

AIDS Walk/Run

Date: June 3, 2007

Location: Beaver Lake Nature Center, Baldwinsville, NY

Host/Sponsor of Activity: AIDS Community Resources

Media Sponsors: WSYT/WNYS (LMA)

Participating Employees: Leslie Baycura, Promotions Manager, Publicity Coordinator, Jessica Bull, and Michael Cherniak, Producer,

Brief Description of Activity and Station Employment Unit Participation:

A community and station employment unit event to raise the awareness of AIDS in the community and to raise donations to fund the support programs developed and maintained by the AIDS Community Resource organization. Promotional spots ran in the weeks leading up to the event, inviting the public to participate and/or attend the event. The Station Employment Unit staff members were on hand to give handouts relating to career opportunities in the broadcasting industry as well as station specific job openings. The event attracted well over 1,000 participants, including substantial numbers of minorities and raised over \$156,000.00 (up 9% from the prior year).