

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period January 23, 2008 to January 22, 2009.

1) **Employment Unit:** Stainless Broadcasting, L.P.

2) **Unit Members (Stations and Communities of License):** WICZ-TV - Binghamton, New York
WBPN-LP, Morris, NY

3) **EEO Contact Information for Employment Unit:**

Mailing Address: 4600 Vestal Parkway E. Vestal, New York 13790	Telephone Number: 607-770-4040
	Contact Person/Title: Vernon Rowlands, Program Director
	E-mail Address: Vernon@wicz.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
1. Account Executive	WICZ On-Air Announcement
2. News Reporter	Internal Promotion
3. Master Control Operator	WICZ Website
4. News Anchor	TV Jobs.com
5. News Editor	TV Jobs.com
6. Videographer	WICZ Website
7. Reporter	WICZ Website

Station WICZ-TV is an Equal Opportunity Employer.

5a) Job Title: Account Executive**Referral Source(s) of Hire: WICZ On-Air Announcement**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Penn State University	Robert Martin	208D Carnegie Building University Park, PA 16802	717-948-6258	0	Yes
SUNY Geneseo Career Services	Kim Wilcox	Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
Broome Chamber Job Fair	Kathy Murphy	49 Court Street Binghamton, NY 13901	607-772-8860	3	No
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	3	No
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	No
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	0	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
Broome Community College	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes

5b) Job Title: News Reporter**Referral Source(s) of Hire: Internal Promotion**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Penn State University	Robert Martin	208D Carnegie Building University Park, PA 16802	717-948-6258	0	Yes
New England Institute of Technology		Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	Yes
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	Yes
University of Pittsburgh Career Services	Barbara Juliussen	224 William Pitt Union Pittsburgh, PA 15260		0	Yes
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	2	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
Broome Community College	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes
Internal Candidate	John Leet	Vestal Parkway E. Vestal, NY 13850	607-770-4040	1	No

5c) Job Title: Master Control Operator Referral Source(s) of Hire: WICZ Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Penn State University	Robert Martin	208D Carnegie Building University Park, PA 16802	717-948-6258	0	Yes
New England Institute of Technology		Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	1	Yes
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	Yes
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	2	Yes
University of Pittsburgh Career Services	Barbara Juliussen	224 William Pitt Union Pittsburgh, PA 15260		0	Yes
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	0	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
Broome Community College	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	1	Yes
Internal Candidate	Mike Melnyk	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No

5d) Job Title: News Anchor**Referral Source(s) of Hire: TV Jobs.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Penn State University	Robert Martin	208D Carnegie Building University Park, PA 16802	717-948-6258	0	Yes
New England Institute of Technology		Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	Yes
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	Yes
University of Pittsburgh Career Services	Barbara Juliussen	224 William Pitt Union Pittsburgh, PA 15260		0	Yes
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	3	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
Broome Community College	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes

5e) Job Title: News Editor**Referral Source(s) of Hire: TV Jobs.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Penn State University	Robert Martin	208D Carnegie Building University Park, PA 16802	717-948-6258	0	Yes
New England Institute of Technology		Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	Yes
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	1	Yes
University of Pittsburgh Career Services	Barbara Juliussen	224 William Pitt Union Pittsburgh, PA 15260		0	Yes
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	1	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
Broome Community College	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes
Internal Candidate	Suh Neubauer	Vestal Parkway E. Vestal, NY 13850	607-770-4040	0	No

5f) Job Title: Videographer

Referral Source(s) of Hire: WICZ Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Penn State University	Robert Martin	208D Carnegie Building University Park, PA 16802	717-948-6258	0	Yes
New England Institute of Technology		Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
WICZ/ WBPN On-Air Announcement	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	Yes
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	1	Yes
University of Pittsburgh Career Services	Barbara Juliussen	224 William Pitt Union Pittsburgh, PA 15260		0	Yes
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	1	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
Broome Community College	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes

5g) Job Title: Reporter

Referral Source(s) of Hire: WICZ Website

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Penn State University	Robert Martin	208D Carnegie Building University Park, PA 16802	717-948-6258	0	Yes
New England Institute of Technology		Blake A104 1 College Circle Geneseo, NY 14454	585-245-5211	0	Yes
Buffalo State University Communications Dept.	Donna Shaffer	1300 Elmwood Avenue Buffalo, NY 14222	717-878-4000	0	Yes
SUNY Cortland Career Services	Lynn Rogers	P.O. Box 2000 Cortland, NY 13945	607-753-2011	0	Yes
University of Scranton Job Placement/ Communications	Beth Holmes	Thomas Hall 4199 800 Linden Street Scranton, PA 18510	570-941-7400	0	Yes
Ridley-Lowell Business And Technical Institute	Teresa Kane	116 Front Street Binghamton, NY 13905	607-724-2941	0	Yes
NABET/ CWA	Bill Murray	501 3 rd Street NW Suite 880 Washington DC 20001	202-434-1254	0	Yes
NYS Employment Center	Mike Puglisi	Glendale Technology Park 2001 Perimeter Drive East, Suite 3 Endicott, NY 13760	607-741-4500	0	Yes
Broome Tioga Board of Cooperative Educational Services	Laurie Hahl	435 Glenwood Avenue Binghamton, NY 13905	607-763-3300	0	Yes
Binghamton University Career Development	Jullian Kroll	P.O. Box 6000 Binghamton, NY 13902	607-777-2000	0	Yes
WICZ/ WBPN On-Air WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	0	Yes
WICZ Website	Vernon Rowlands	www.wicz.com 4600 Vestal Parkway East Vestal, NY 13850	607-770-4040	1	Yes
University of Pittsburgh Career Services	Barbara Juliussen	224 William Pitt Union Pittsburgh, PA 15260		0	Yes
TV Jobs Broadcast Employment Services (TVJobs.com)	info@ tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	800-374-0119	2	No
Ithaca College Career Services	John Fraccia	jobline@ithaca.edu	607-274-1687	0	No
Broome Community College	LuAnn Nelson	P.O. Box 1017 Binghamton, NY 13902	607-778-5205	0	Yes

6) Total # of Interviewees Referred: For the period from January 23, 2008– January 22, 2009 this Employment Unit interviewed 23 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) News Internship Program

WICZ-TV has established an internship program for local college students, and occasionally high school seniors, designed to assist members of the community to acquire skills needed for broadcast employment. The program works closely with Broome Community College and Binghamton University to assure that the students are learning about all aspects of the broadcast news profession while earning credits for their efforts. The News Director and the Assignment Editor, who oversee and manage the internship program and evaluate the interns' performance, supervise interns. During the internships, which usually last for one semester, participants are exposed to and trained in the skills necessary to develop a successful career in the broadcast news industry, including assisting with remote broadcasting, researching and writing news copy, attending daily meetings of the news staff, and learning various technical skills. There were twelve interns during the period covered by this report.

(b) Participation in Business Show/ Job Fairs

On April 24, 2008, WICZ-TV participated in the Greater Binghamton Business Show, a well-attended annual event that covers the Binghamton/Endicott/Johnson City, NY region and represents a diverse cross-section of businesses providing products, services, and resources to Greater Binghamton and the world. The General Sales Manager, who has substantial responsibility in the making of hiring decisions, accepted resumes and answered questions about careers in the television industry and various aspects of broadcast employment.

In June and December 2008, WICZ-TV participated in the two Project Homecoming Job Fairs, which were sponsored by the Broome County Chamber of Commerce. The job fairs were designed to attract college students who were home for the holidays and summer breaks. The station assisted in publicity by featuring news stories on the events. The Programming Director, an individual who has substantial responsibility in the making of hiring decisions, accepted resumes, interviewed attendees, and answered questions about careers in the broadcasting industry.

(c) Technical Training Program

WICZ-TV, in cooperation with National Association of Broadcast Employees and Technicians (NABET) Local 26, has developed a training program for current personnel, designed to enable them to acquire skills that could qualify them for higher-level positions. Our recently hired news department director-photographer, and one of our part-time editors, received training in the program during the period covered by this report. The program is conducted by NABET personnel using WICZ-TV equipment, and teaches the technical skills required for advancement both inside and outside of the WICZ-TV employment unit.

(d) Co-Sponsor Career Fair

WICZ-TV was a co-sponsor of a Broadcasting Career Fair held on-line from March 24- 30, 2008. During that week, the station aired announcements informing viewers that they could post resumes and apply for jobs posted on the website. Resumes were distributed to all sponsoring broadcast outlets in New York State.

(e) Participation in Events Sponsored by Educational Institutions

WICZ-TV staff and managers have visited and spoken to school classes throughout the viewing area about careers in broadcasting.

October 2008: Career Day at Chenango Forks High School

October 2008: Mentoring Day at the American Association for People with Disabilities

December 2008: Writers Seminar at Homer Brink School

(f) Association with Educational Institutions

WICZ-TV's News Director serves on the Trade Board on the Broome-Tioga Board of Occupational and Employment Services (BOCES). The board aims to keep BOCES teachers informed about trends and news related to their subject areas. WICZ-TV's News Director has communicated regularly about changes in the broadcasting industry and in the station's newsroom. The News Director spoke to student groups twice during the school year about skills needed to pursue a career in television.

(g) NYSBA Paid Internship Program

During the summer of 2008, WICZ-TV participated in the New York State Broadcasters Association paid internship program. The paid internship was open to high school seniors and undergraduate college students interested in a career in radio and television broadcasting. Over the course of the program, the intern had an opportunity to work in each department of the station and experience the type of work required there.