

WPIX, New York, NY
ANNUAL EEO PUBLIC FILE REPORT
Date: February 1, 2011

Statement of EEO Policy

This EEO Public File Report is filed in compliance 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 Station WPIX (TV), New York, New York.

WPIX (TV), an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources department at (212) 210-2473.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed background check and the drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone, or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

Full-Time Vacancies Filled During the Reporting Period February 1, 2011 - January 31, 2012

	Full-Time Position (Filled by)	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from All Referral Sources)
1	Anchor/Report (2)	1-6; 8-24; 26; 27-30; 32-45	Referrals (Agency)	4
2	Producer	4-6; 8-26; 28-39; 41-45	Referral (Agency)	4
3	Morning Show Producer (2)	3-6; 8-13; 15-26; 28-39; 41-45	Employee Referral	7
4	Preditor III	3-13;15-25; 28-39; 41-45	Company Website – Careerbuilder	5
5	Preditor II	3-13; 15-25; 28-39; 41-45	Company Website – Careerbuilder	4
6	News Photographer/Editor/Truck	1; 4-6; 8-13; 15-24; 28-30; 32-39; 41-45	Internal Promotion	5
7	Interactive Sales Manager	3-6; 8-13; 15-24; 25; 28-39; 41-45	Employee Referral	6
8	Executive Producer	3-6; 8-13; 15-24; 26-30; 32-39; 41-45	Internal Promotion	3
9	Broadcast Maintenance Engineer	1; 4-6; 8-13; 15-26; 28-39; 41+45	Internal Promotion	6
10	Multi-Media Journalists (2)	1; 3-6; 8-13; 15-26; 28-45	1 Employee Referral 1 Company Website	9
11	Assignment Editor	3-6; 8-13; 15-24; 26; 28-30; 32-39; 41-45	Employee Referral	3
12	News Photographer/Editor	1; 3-6; 8-13; 15-24; 26; 28-30; 32-39; 41-45	Internal Promotion	3
13	General Assignment Reporter	1; 4-6; 8-13; 15-24; 26; 28-30; 32-39; 41-45	Internal Promotion	4
14	Photographer/Editor/Truck Operator	1; 3-6; 8-13; 15-24; 26; 28-30; 32-39; 41-45	Internal Promotion	3
15	Account Executive (2)	4-6; 8-11; 13; 15-18; 20-24; 27-28; 30; 33-45; 47	Other (Industry Contacts)	15
16	News Assistant	1; 4-8; 8-24; 26; 28-39; 41-45	Internal Promotion	13
17	Sales & Marketing Manager	4-6; 8-24; 28-45; 47	Internal Promotion	18
18	News Photographer/Editor/Truck	1-6; 8-13; 15-25; 28-45	Internal Promotions	4
19	News Assistant	1; 4-6; 8-24; 28-30; 32-39; 41-45	Internal Promotion	5
20	Reporter (3)	1-6; 8-13; 15-25; 28-39; 41-45	1 Internal Promotion, 1 BU Transfer 1 Agency Referral	16
21	HR Manager	3-6; 8-13; 15-25; 27-39; 41-45	Company Website - Careerbuilder	9
22	Editor, Assignment	1; 4-6; 8-13; 15-25; 28-39; 41-45	Internal Promotion	7
23	Assistant, Assignment Desk	1	Position was needed to be filled as quickly as possible for new local news offering.	

Total number of persons interviewed during applicable period: **153**

Supplemental Recruiting Measures 02/01/11 - 01/31/12

	Activity/Description	Date	Staff Participant	Sponsor
1	<u>Internship Program</u> Program providing internships for college students interested in pursuing broadcasting careers, providing hands-on opportunities relative to their interests in media.	On-going	Marlene Daniels HR Manager	WPIX
2	Hosted journalism class at Fordham University to present expertise about the television business and urge interest in WPIX careers.	October 19, 2011	William Carey News Director	Fordham University
3	<u>Hofstra University's Latino Media Conference II</u> attended by one staff member promoting Latino media, discussing challenges of Latinos in media, which encompassed PIX and other media outlets and exposure to students about opportunities within the media.	October 15, 2011	Mario Diaz Newsperson	Hofstra University
4	<u>Job/Career Day – Monroe College.</u> Attended Monroe College Career Day to promote career opportunities and internships. Accepted resumes for specific internship positions.	January 10, 2011	Marlene Daniels HR Manager	Monroe College
5	<u>NY Chapter of NATAS</u> On-going outreach program to Kean University and Queens College students for on-going visitations to studio, meet News personnel and interact with various managers to get insight into careers in media.	Twice a year: March, 2011 and October, 2011	John Houseman/News Managers Assistant News Director	Station WPIX
6	<u>NABEF – Media Sales Institute</u> Twelve day workshop to introduce graduating seniors to media sales as a career. After an intense simulated sales pitch, students are reviewed by professional recruiters and have the opportunity to meet for interviews one-on-one.	June 15, 2011 and June 16, 2011	Cathy Davis – East Region CFO Vicki Beckett – Accountant Diedra Boykin – Account Exec. Glenn Coleman – Mgr, General Sales	National Association of Broadcasters Education Fund at Howard University

Recruitment Sources

Sources marked with an asterisk ("*") have requested notification of job vacancies pursuant to 73.2080(c) (3) of the FCC's 2002 EEO Rule

	Recruitment Source & Contact Information	Total Number of Interviewees Referred by source During Reporting Period	Full-time Positions for Which Source was Utilized
1	Internal Candidate/Existing Employee	16	16
	Other Tribune Business Unit/Existing Employee	2	1
3	Employee Referral	29	4
4	Tribjobs.com All of our openings are posted internally and externally. Positions are posted internally on our station website www.wpix.com as well as sent to the corporate office. The positions are also posted on www.tribjobs.com , www.careerbuilder.com , and are picked up by www.entertainmentjobs.net .		All Positions
5	ASA Institute -- College of Advanced Technology 151 Laurence St. 2 nd Floor Brooklyn, NY 11201 Ph. 718-522-9073 sdubrovskiy@asa.edu	0	All Positions
6	Aspira 520 Eighth Avenue, 22nd Floor New York, NY 10018 Ph: 212-564-6880 ext. 103 Contact: Susan Vargas svargas@nyaspira.org	0	All Positions
7	Motionographer.com	2	5, 6
8 *	Berkeley College 3 East 43 rd Street New York, New York 10017 Ph. 212-986-4343 Contact: Marc Thomson MT@Berkeleycollege.edu	0	All Positions
9	Boricua College (Manhattan Campus) 3755 Broadway New York, New York 10032 Ph. 212-694-1000 ContactL: Francia L. Castro fcastro@boricuacollege.edu acruz@boricugcollege.edu	0	All Positions
10 *	Brooklyn College 2900 Bedford Avenue Brooklyn, NY 11210 Contacts: Shelly Shapiro SShapiro@Brooklyn.Cuny.Edu . Miriam Miles mmiles@brooklyn.cuny.edu	0	All Positions
11 *	Five Towns College 305 N. Service Road Dix Hills, NY 11746-6055 Ph: (631) 656-2163 korourke@ftc.edu	0	All Positions
12	Foundation for Minority Interests in Broadcasting (Emma Bowen) 524 West 57th Street New York, NY 10019 212/975-2597 Sandra D. Rice, Vice President, Eastern Region sdrice@cbs.com	0	All Positions
13 *	Manhattanville College Office of Career Services 2900 Purchase Street Purchase, NY 10577 Ph: (914) 694-2946 Mary Cheasty Kornman, Director Career Services (kornmanm@mville.edu)	0	All Positions

	Rosalie Shemmer shemmer@mville.edu		
14 *	MATCH Program (gmhc) 119 West 24th Street, 11th Floor New York, New York 10011-1913 Ph: (212) 367-1007 April Watkins	0	1, 3, 19, 20, 22
15 *	Marymount Manhattan College Office of Career Development 221 East 71 st Street New York, New York 10021 Ph. 212-774-4813 Susan Ach, Career Counselor sach@mmm.edu	0	All Positions
16 *	Medger Evers College Center for Career Mgmt. Services 1150 Carroll Street, Room M2 Brooklyn, NY 11225 Contact: Debra Young (young@mec.cuny.edu)	0	All Positions
17 *	Monroe College West Hall – Career Services 2467 Jerome Avenue Bronx, New York 10468 Ph. 646-393-8603 Contact: Rochelle Patrick rpatrick@monroecollege.edu	0	All Positions
18 *	Native American Journalists Association University of Oklahoma Gaylord College 395 West Lindsey Ave Norman, OK 73019 Contact: Ronnie Washines, President jharjo@ou.edu	0	All Positions
19 *	National Association of Hispanic Journalists <u>1000 National Press Building</u> <u>529 14th, NW</u> <u>Washington, DC 20045</u> Contact: Anna Lopez (jobbank@nahj.org) (mailto:nahj@nahj.org) Onica N. Makwakwa onica@unityjournalists.org	0	All Positions
20 *	National Academy of Television Arts and Sciences (NY) The Emmy Awards, NY NATAS 1375 Broadway, Suite 2103 New York, NY 10018-7022 Ph: (212) 459-3630 ext. 203 Jacqueline Gonzalez, Executive Director (jgonzalez@nyemmys.org)	0	All Positions
21	NY Black MBA's Employment Committee P.O. Box 8135 New York, NY 10116 Ph: 212/439-5100 Claudine@emergengroup.com	0	All Positions
22 *	New Jersey Institute of Technology (NJIT) Career Development Services – University Heights Newark, New Jersey 07102 Ph. (973) 596-5617 Jane Gaertner, Associate Director cgs@njit.edu Contact: Patrick Young pyoung@njit.edu	0	All Positions
23 *	NYC College of Technology City University of New York City Tech Placement 300 Jay Street – Namm Hall 602B Brooklyn, NY 11201-2983 Contact: Adrian Griffith (agriffith@citytech.cuny.edu)	0	All Positions

24 *	New York State Broadcasters Association 1805 Western Avenue Albany, NY 12203 Sandy Messineo sandy@nysbroadcasters.org	0	All Positions
25 *	National Society of Black Engineers 205 Daingerfeld Rd. Alexandria, Va 22314 Ph: 703-549-2207 info@nsbe.org	0	3- 6, 12, 13, 14, 21, 23, 25
26 *	School of Visual Arts Office of Career Development 214 East 21st Street – Room 209A New York, New York 10010-3994 Ph. 212-592-2371 cd@sva.edu	0	1, 3, 10-17, 19-20
27 *	Wagner College Career Development & Experiential Learning Union Building, 3rd Floor One Campus Road Staten Island, New York 10301 Ph. 718-390-3181 Victoria Crispo, Director Victoria.Crispo@mail-hub.wagner.edu Fax 718-420-4012 Attention Camille Cook	1	11, 18, 25
28 *	SOBRO – South Bronx 555 Bergen Street Bronx, NY 10451 Ph: 718/575-2600 (krivera@sobro.org) Van-Nessa Brown (vbrown@sobro.org)	0	All Positions
29 *	Sacred Heart University Office of Career Development Curtis Hall, 2nd Floor 5151 Park Avenue Fairfield, CT 06825 Ph: (203) 365-4750 Tammy Petrucelli	0	All Positions
30 *	Sarah Lawrence College Office of Career Counseling 1 Mead Way Westlands -- 2nd floor Bronxville, NY 10708-5999 (914) 395-2566 Angela Cherubini (occ@sarahlawrence.edu)	0	All Positions
31 *	Society of Broadcast Engineers, Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Ph: (317) 846-9000 www.sbe.org	0	3, 4-6, 10, 12-13, 19-21, 23, 25
32 *	St. Johns University 8000 Utopia Parkway - Marillac Hall Room 132 Jamaica NY, 11439 Contact: Lydia Horemis – (horemisl@stjohns.edu)	0	All Positions
33 *	SUNY Old Westbury Counseling Center SU #113 Old Westbury, NY 11568-0210 Ph: (516) 876-3053 Marlene Bhan, Career Services Coordinator (bhanm@oldwestbury.edu)	0	All Positions
34 *	Syracuse University Center for Career Services 235 Schine Student Center Syracuse, NY 13244 Ph: (315) 443-1910 kjbrown01@syr.edu	0	All Positions

35 *	UNITY- Journalists of Color 1601 North Kent Street, Suite 1001 Arlington, VA 22209 Contact: Anna Lopez (executive@unityjournalists.org)	0	All Positions
36 *	William Paterson University Career Development Center Morrison Hall, Main Level 300 Pompton Road Wayne, NJ 07470 Ph: (973) 720-2281 Theresa Cruz Paul cruzpault@wpunj.edu	0	All Positions
37 *	Yeshiva University Belfar Hall 419 500 West 185th Street New York, NY 10033 <u>Laurie Davis, Dir Counseling & Prog.</u> 212-960-5400 X5193 cdc@yu.edu	0	All Positions
38 *	Other – Industry/Agent/Agency Referral or Former Employee/Intern	29	1, 13, 18, 20, 21,
39	Daphne Gregory and Associates, LLC Daphne Gregory Thomas Ph: (973) 479-0272 Dgregorythomas@gmail.com	0	All Positions
40	Tufts University Communications & Media Studies Program 95 Talbot Ave Medford, MA 02155 Ph: 617-627-2007 Susan Eisenhauer	0	All Positions
41	Dominican College Office of Career Services, 470 Western Highway Orangeburg, NY 10962 PH: 845-848-7824 Marybeth.broderick@dc.edu	0	All Positions
42	TVJobs.com/jobs@tvjobs.com	0	All Positions
43	Medialine.com Box 51909 Pacific Grove, CA 93950 Ph: 800-237-8073 Fax: 831-648-5204	0	All Positions
44 *	Craig's List www.craigslist.com San Francisco, CA Craig Newmark		
45 *	Info@mediastaffingnetwork.com	0	18, 20
46	Penn State 0101 Bank of America center University Park Katelyn Long (k1122@psu.edu) 814-865-2377 OCI.sa.psu.edu	0	All Positions
47	NYC Business Solutions kbrown@grantassociates.com	0	All Positions