

## FCC EEO Combined Public File Report

<b>Call Sign</b> WHEC-TV	<b>Type of Station</b> TV	<b>Location: City/State</b> Rochester, NY	<b>Facility ID</b> 70041
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For the reporting period: 02/01/18 to 01/31/19

### Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WHEC-TV.Account Executive	05/17/2018	Internal,National,P,Paid Except for: 158 190 197 242 442 452 454 487 488 516 616 644 653 657 710 751 1092 1154 1273 1287 1439 1451 2079 2102 2103 2111 2179 2263 2264 2265 2271 2272 2277 2300 2307 2320 2321 2331 2336	2094
WHEC-TV.Business Manager	03/13/2018	Internal,National,Paid,S Except for: 190 242 278 442 452 454 487 488 516 616 644 653 657 710 751 1092 1154 1451 2079 2102 2103 2111 2179 2263 2264 2265 2272 2277 2300 2320 2321 2336	2094
WHEC-TV.Chief Engineer/Director of Engineering	12/03/2018	Internal,National,Paid,T Except for: 158 190 242 388 442 454 487 488 516 653 657 710 751 1092 1154 1230 1439 1451 2079 2103 2111 2263 2264 2272 2331	2094
WHEC-TV.Multimedia Journalist	07/31/2018	Internal,National,P Except for: 158 197 278 452 616 644 657 1092 1273 1287 1439 2102 2265 2271 2277 2300 2307 2320 2321 2331	2094
WHEC-TV.News Producer	07/10/2018	Internal,National,P Except for: 452 487 644 657 1092 1273 1287 1439 2271 2331	358
WHEC-TV.Operations Technician	09/05/2018	Internal,National,T Except for: 158 255 278 452 487 644 657 1092 1439 2265 2331	369
WHEC-TV.Photographer/Editor	04/23/2018	Internal,National,P Except for: 158 452 487 644 657 1092 1273 1287 1439 2265 2271 2320 2321 2331	369
WHEC-TV.Photographer/Editor	01/18/2019	Internal	369
WHEC-TV.Research Specialist	06/05/2018	Internal,National,P Except for: 452 487 616 644 657 1092 1273 1287 1439 1465 2102 2265 2271 2277 2300 2320 2321 2331	358
WHEC-TV.Traffic Sales Coordinator (Sales Department)	05/11/2018	Internal,National,S Except for: 452 487 644 657 1092 2320 2321	358
WHEC-TV.Vice President/General Manager	09/24/2018	Internal,National,P,Paid,S Except for: 156 158 170 171 172 181 190 195 196 197 216 220 242 247 270 272 278 305 331 348 358 368 388 398 431 432 436 442 443 444 446 452 454 487 488 493 494 500 513 516 616 617 643 644 649 653 657 697 698 708 710 720 723 734 736 741 751 762 772 782 796 798 803 804 809 822 823 826 924 1092 1154 1186 1273 1287 1439 1464 1465 1466 1467 1468 1469 2079 2094 2102 2103 2111 2117 2179 2232 2241 2263 2264 2265 2271 2272 2276 2277 2300 2307 2320 2321 2331	2094
WHEC-TV.Web Producer	04/26/2018	Internal,National,P Except for: 158	358

### List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
158	1	358	15	368	1	369	7
452	1	698	1	751	1	782	5
924	3	1186	5	2094	21	2232	4

### List of Recruitment Sources that requested postings

920 1230

### Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	<b>Current:</b> 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082 2320 <b>05/09/18:</b> 2320 ADDED
National	<b>Current:</b> 255 452 487 644 657 1092 <b>05/09/18:</b> 2321 INACTIVE 2321 ADDED
P=Professional	<b>Current:</b> 156 158 171 173 195 196 197 216 220 247 270 272 278 305 331 348 358 368 388 398 431 432 436 443 446 493 494 500 513 616 617 643 645 649 697 698 708 720 734 736 741 762 772 782 796 803 804 809 822 823 826 920 924 1186 1220 1230 1439 1464 1465 1466 1467 1468 1469 2102 2108 2117 2232 2241 2265 2271 2276 2277 2300 2307

**12/18/18:** 1273 INACTIVE  
**12/07/18:** 798 INACTIVE  
**12/03/18:** 686 INACTIVE  
**11/07/18:** 1287 INACTIVE  
**10/11/18:** 2331 INACTIVE  
**09/24/18:** 2331 ADDED  
**04/26/18:** 181 INACTIVE 444 INACTIVE  
**01/10/19:** 723 INACTIVE  
**Paid** **Current:** 190 454 488 516 653 710 751 1154 1451 2079 2094 2103 2179 2263 2264 2272 2336  
**12/18/18:** 242 INACTIVE 442 INACTIVE  
**11/02/18:** 2111 INACTIVE  
**01/02/19:** 2336 ADDED  
**S=Support** **Current:** 156 158 170 171 172 195 196 197 216 220 247 270 272 278 305 331 348 358 368 388 398 431 432 436 443 446 493 494 500  
 513 616 617 643 649 697 698 708 720 734 736 741 762 772 782 796 803 804 809 822 823 826 924 1186 1464 1465 1466 1467 1468  
 1469 2102 2117 2232 2241 2265 2276 2277 2300 2307  
**12/07/18:** 798 INACTIVE  
**04/26/18:** 181 INACTIVE 444 INACTIVE  
**01/10/19:** 723 INACTIVE  
**T=Technical** **Current:** 156 158 171 195 196 197 216 220 247 270 272 278 305 331 348 358 368 388 398 431 432 436 443 446 493 494 500 513 616  
 617 643 645 649 697 698 708 720 734 736 741 762 772 782 796 803 804 809 822 823 826 920 924 1186 1230 1439 1464 1465 1466  
 1467 1468 1469 2117 2232 2241 2265 2276 2277 2300 2307  
**12/07/18:** 798 INACTIVE  
**10/11/18:** 2331 INACTIVE  
**09/24/18:** 2331 ADDED  
**08/09/18:** 1230 ADDED  
**04/26/18:** 181 INACTIVE 444 INACTIVE  
**01/10/19:** 723 INACTIVE

**Recruitment Sources**

ID	Source	ID	Source	ID	Source
156	Alfred State College SDC 204 10 Upper College Dr Alfred, NY 14802 Elaine Morsman (607) 587-4060	158	602 Communications 655 SE 68th Ave Portland, OR 97215 Graeme Newell (503) 719-7794	170	Action for a Better Community, Inc. Head Start 1772 Clifford Ave Rochester, NY 14609 Alice M Jones (585) 482-8914
171	Goodwill of the Finger Lakes 422 S Clinton Ave Rochester, NY 14620 Joette Vahey (585) 697-5758	172	Action for a Better Community Inc 550 E Main St Rochester, NY 14604 Desiree Wilson (585) 325-5116	173	SAG-AFTRA Ohio-Pittsburgh Local 625 Stanwix St Suite 2007 Pittsburgh, PA 15222 Brian Lysell (412) 281-6767
181	Baden Street Settlement Workplace Development 548 Joseph Avenue Rochester, NY 14605 Earl Barnes (585) 325-4350	190	Broadcasting & Cable Magazine, Multichannel News 11 West 42nd Street 15th floor New York, NY 10036 Paul Mauriello (212) 378-0400	195	Monroe 2 - Orleans BOCES 160 Wallace Way Rochester, NY 14624 Tracy Hinkley (585) 349-9143
196	Monroe #1 BOCES 41 O'Connor Rd Fairport, NY 14450 Dennis Moore (585) 383-6492	197	SUNY Broome/Applied Learning & Career Center PO Box 1017 MS #55 Binghamton, NY 13902 Jeanie Kumpon (607) 778-5207	216	Continuing Developmental Services (CDS) 860 Hard Rd Webster, NY 14580 Chad Williams (585) 341-4600
220	Camp Good Days and Special Times 1332 Pittsford Mendon Rd Mendon, NY 14506 Kira Smelser (585) 624-5555	242	Democrat and Chronicle Media Group 245 E Main St Rochester, NY 14604 Ashley Manfredi (585) 258-2377	247	NYSDOL-Rochester Job Bank 276 Waring Rd Rochester, NY 14609 Jason Kirchhoff (585) 258-8843
255	Emma L Bowen Foundation-NY 30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York, NY 10112 Sandra Rice (212) 664-3486	270	Rochester Educational Opportunity Center 161 Chestnut St Rochester, NY 14604 Sonya Haynes (585) 327-4062	272	Empire State Consumer Project Inc 50 Landsdowne Ln Rochester, NY 14618 Judy Braiman (585) 383-1317
278	St John Fisher College - Center for Career and Academic Planning 3690 East Ave Rochester, NY 14618 Jean Skuse (585) 385-8050	305	HU Soc Office of Career Development 525 Bryant St NW Room 107 Washington, DC 20059 Carol Dudley (202) 806-5806	307	KSTP-TV 3415 University Ave St Paul, MN 55114 Andy Higgins (651) 642-5555
331	University of Rochester, Career & Internship Center 4-200 Dewey Hall, Box 270028 Rochester, NY 14627 Amber Graham (585) 275-2366	348	Community Organization-General	358	Employee-Current
368	Employee-Former	369	Internal Applicant	388	Job Fair
398	Publication	402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Vicki Kaping (218) 279-7734	408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745
416	WNYT-TV	431	Rochester City School District	432	Pathstone

	15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791		131 W Broad St Rochester, NY 14614 Lo Wan Brown (585) 262-8597		400 East Ave Rochester, NY 14607 Juana Molina (585) 340-3332
436	Rochester Rehabilitation Center-The Employment Connection 1357 University Avenue Rochester, NY 14607 Sara Taylor (585) 263-2690	442	Regional Help Wanted.com 11 Abrams Rd Central Valley, NY 10917 Peter Wagner (585) 471-2693	443	Rochester Inst of Technology-Natl Tech Inst for the Deaf One Lomb Memorial Dr Rochester, NY 146230887 Shyrl Orrego Scalice (585) 475-6883
444	Bureau of Employment, Skills Training & Youth Services-Rundel Memorial Library 115 South Ave Rm 303A Rochester, NY 14604 Marisol Lopez (585) 428-6342	446	Roberts Wesleyan College 2301 Westside Dr Rochester, NY 14624 Mary Flaherty (585) 594-6533	452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000
454	RTDNA -Radio Television Digital News Association 529 14th St NW Suite 1240 Washington, DC 20045 Karen Hansen (202) 662-7257	487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000	488	Spots 'N Dots 1635 Old Highway 41 NW Ste 112-338 Kennesaw, GA 30152 Emily McKay (888) 884-2630
493	Syracuse University 215 University Place Syracuse, NY 13244 Judith Fajardo (315) 443-1209	494	SUNY Geneseo Student Employment Service 1 College Cir, MacVittie College Union Room 343 Geneseo, NY 14454 Paula McClure (585) 245-5734	500	College at Brockport - Career Services 350 New Campus Dr Brockport, NY 14420 Jeffrey Alston (585) 395-2159
513	Urban League of Rochester 265 N Clinton Ave Rochester, NY 14605 Melissa Woody (585) 325-6530	516	Television Week 6500 Wilshire Blvd #2300 Los Angeles, CA 90048 Chuck Ross (323) 449-4479	555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301
616	Monroe Community College - Career and Veteran Services 1000 E Henrietta Rd Rochester, NY 14623 Sherry Sweet (585) 292-2248	617	Monroe Community College - Downtown Campus 321 State St Rochester, NY 14608 Ivan Matthew (585) 685-6169	643	Native American Cultural Center Inc 229 Empire Blvd Rochester, NY 14609 Cynthia Martin (585) 442-1100
644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498	645	NABET-CWA 501 3rd Street NW 6th floor Washington, DC 20001 Jodi Fabrizio-Clontz (202) 434-1254	649	Nazareth College of Rochester 4245 East Ave Rochester, NY 14618 Linda Crandall (585) 389-2301
653	Native American Journalists Association Univ of Oklahoma Gaylord College,395 W Lindsey Norman, OK 73019 Rhonda LeValdo (405) 325-9008	657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	686	National Press Photographers Association 3200 Croasdaile Dr Suite 306 Durham, NC 27705 Mindy Hutchison (919) 383-7246
697	New York State Broadcasters Association 1805 Western Ave Albany, NY 12203 Carolyn Jung (518) 456-8888	698	Rochester Works! Inc 255 N Goodman St Rochester, NY 14607 Shayla Norton (585) 258-3548	708	Business Organization-General
710	Consulting Firm	720	Starbridge 1650 South Ave Rochester, NY 14620 Jeffrey Diekvoss (585) 224-7261	723	Lifespan of Greater Rochester 1900 S Clinton Ave Rochester, NY 14618 Christina Kolankiewicz (585) 244-8400
734	YMCA Child Care Center at Lewis Street 53 Lewis St Rochester, NY 14605 Rebecca Worcester (585) 325-2572	736	Monroe County Affirmative Action & Community Affairs 39 W Main St #205 Rochester, NY 14614 Rev Ron House (585) 428-3314	741	Monroe County Dept of Human Services 111 Westfall Rd Rochester, NY 14620 Elizabeth O'Brien (585) 753-6024
751	Recruiter	762	Self Inquiry	772	Website
782	Word of Mouth	796	Rochester Institute of Technology One Lomb Memorial Dr Rochester, NY 14623 Morgan Faas (585) 475-2301	798	City of Rochester 30 Church St #005A Rochester, NY 14614 Rachel Adonis (585) 428-6808
803	Ibero-American Action League Inc 817 East Main St Rochester, NY 14605 Glory Ortiz (585) 256-8900	804	Ibero American Action League Inc 817 E Main St Rochester, NY 14605 Patricia Cruz-Irving (585) 256-8900	809	Hobart and William Smith Colleges 300 Pulteney St Geneva, NY 14456 Brandi Ferrara (315) 781-3514
822	Ithaca College 953 Danby Rd Ithaca, NY 14850 Cheryl Boyer (607) 274-3365	823	Japanese American Citizens League National Headquarters, 1765 Sutter St San Francisco, CA 94115 Diedria Howard (415) 921-5225	826	Jewish Community Center of Greater Rochester 1200 Edgewood Ave Rochester, NY 14618 Christine O'Rourke (585) 461-2000
843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	865	KAAL-TV 1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229	893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Rachel Sedillo (505) 243-4411
905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888	911	Hubbard Radio Twin Cities 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	920	Genesee Community College 1 College Rd Batavia, NY 14020 Barry C. Chow (585) 343-0055
924	TV Jobs.com	1092	Broadcast Engineering	1154	National Association of Black Journalists

	PO Box 4116 Oceanside, CA 92052 Mark C Holloway (760) 754-8177		9800 Metcalf Overland Park, KS 66212 Jennifer Shafer (913) 967-1732		8800 Lakewood Dr #117 Windsor, CA 95492 Eric Wee (626) 742-3846
1186	WHEC-TV Website 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745	1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliame (727) 535-6776	1220	Columbia Journalism School 2M07C Pulitzer Hall, MC 3801, 2950 Broadway New York, NY 10027 Izabela Rutkowski (212) 854-4422
1230	CUNY Graduate School of Journalism 219 W 40th St New York, NY 10018 Yolanda Rodriguez (646) 758-7727	1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1273	Poynter Institute 801 Third St South St. Petersburg, FL 33701 Colleen Eddy (727) 553-4711
1287	Craigslist Not Given Not Given, NY 99999 Not Given (999) 999-9999	1439	Creative Hotlist 110 Constitution Dr Menlo Park, CA 94025 Valerie Halaby (650) 815-4290	1451	Radio & Television Business Report 331 SE Mizner Blvd Boca Raton, FL 33432 April McLynn (703) 490-3099
1464	Finger Lakes Community College - Career Services 3325 Marvin Sands Dr Canandaigua, NY 14424 Cathy Petruccione (585) 785-1270	1465	Buffalo State College - Career Development Center 1300 Elmwood Ave Cleveland Hall 306 Buffalo, NY 14222 Lynn Rogers (716) 878-5811	1466	St. Bonaventure University P.O. Box 119 St. Bonaventure, NY 14778 Pam Ferman (716) 375-2384
1467	University of Buffalo 259 Capen Hall Buffalo, NY 14260 Judith C Applebaum (716) 645-4642	1468	Cornell University 103 Barnes Hall Ithaca, NY 14853 Rebecca Sparrow (607) 255-5221	1469	Medaille College 18 Agassiz Cir Buffalo, NY 14214 Carol Cullinan (716) 880-2211
1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowski (202) 895-5000	1845	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102	1847	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Brenda Joyce (314) 983-6000
1848	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Liz Luptak (312) 946-1019	2079	Rick Gevers & Associates 355 E Ohio St #303 Indianapolis, IN 46204 Rick Gevers (317) 635-7912	2081	Hubbard Radio-Phoenix 1100 N 52nd Street Phoenix, AZ 85008 Susan Kaiser (602) 629-8673
2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (425) 653-1160	2094	LinkedIn 2029 Stierlin Ct Mountain View, CA 94043 Job Coordinator (000) 000-0000	2102	Utica College 1600 Burrstone Rd Utica, NY 13502 Halina Lotyczewski (315) 792-3087
2103	Facebook 1 Hacker Way Menlo Park, CA 94025 Job Coordinator (650) 308-7300	2108	Medialine 1209 Wood Valley Rd Augusta, GA 30909 Rich Everitt (706) 364-7564	2111	Central New York Recruiting Consortium c/o Utica College - 1600 Burrstone Road Utica, NY 13502 Linda Szczesniak (315) 792-3087
2117	SUNY Fredonia Career Development Gregory Hall, 2nd Floor Fredonia, NY 14063 Chris LaGrow (716) 673-3327	2179	News Check Media LLC 24 W Lancaster Ave Suite 205 Ardmore, PA 19003 Patty Hersh (610) 420-6003	2232	Indeed.com 177 Broad Street, 6th Floor Stamford, CT 06901 Job Coordinator (203) 328-2691
2241	Veterans Outreach Center, Inc. 459 South Avenue Rochester, NY 14620 Nena Siverd (585) 295-7818	2263	Journalism Jobs NA Berkeley, CA 00000 NA (510) 653-1521	2264	Journalismnext.com 8800 Lakewood Dr #117 Windsor, CA 95492 Eric Wee (626) 792-3846
2265	NYU Wasserman Center for Career Development 133 East 13th St 2nd Floor New York, NY 10003 Career Development Office (212) 998-4730	2271	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, TX 75039 Julie Pumphrey (214) 640-3130	2272	Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, MO 65211 Sarah Hutchins (573) 882-8969
2276	SUNY@Albany 1400 Washington Avenue Albany, NY 12222 Stephanie Carson (581) 437-3911	2277	Herkimer College 100 Reservoir Rd Herkimer, NY 13350 Carm Speciale (315) 866-0300	2300	Mohawk Valley Community College Attn: Office of Career Services, 1101 Sherman Dr Utica, NY 13501 Rebecca Pepperine (315) 792-5502
2307	SUNY Canton Career Services 34 Cornell Dr Canton, NY 13617 Julie Parkman (315) 386-7119	2320	HBI Radio North 13225 Dogwood Dr Brainerd, MN 56425 Justin Jerve (218) 822-4461	2321	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988
2331	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000	2336	Rochester Business Journal 16 W Main St Suite 341 Rochester, NY 14614 Jessica Sims (585) 363-7271		

**Outreach Activities**

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Community Organizations	WHEC-TV News and	02/01/2018 - 01/31/2019	WHEC-TV anchors, reporters and meteorologists regularly speak with community organizations about their positions and careers in	Community Organizations include: Rochester Association of Black Journalists

Speaking Engagements	Production Office		broadcasting. They also discuss the news business and how it is changing in today's society.	Panel Program, and Webster Girl Scout Troops.
Journalism Courses at the College of Brockport	Kimberly Young, Assistant Professor	02/01/2018 - 01/31/2019	A WHEC-TV fill-in Producer is also an Assistant Professor at the College at Brockport. Her area of specialty is broadcast journalism and she teaches various communication courses such as: <ul style="list-style-type: none"> <li>· Mobile Journalism - a hands-on course in which students learn the principles of news writing and reporting using mobile technology.</li> <li>· Writing for Social Media - an advanced course in writing for social media and using social media to build one's brand and to connect to one's audience.</li> <li>· Media Performance - explores styles of speech, analysis and interpretation of copy, voice development, on-camera behavior and techniques in both radio and television, and more broadly in various types of performance. The general objective is to make the student a more effective communicator.</li> </ul>	The Assistant Professor previously worked as an executive producer, anchor and reporter for television and provides insights to students as to what day-to-day duties are involved in working as a producer at a television station. She has also referred students to apply for internships at the station.
MCC Internship Program	Maureen McIntosh	02/01/2018 - 01/31/2019	WHEC-TV Engineering and Creative Services Departments partnered with Monroe Community College's Visual and Performing Arts department to offer internships at the station. The students were assigned a mentor at the station to teach them about operations, engineering and creative services positions. The students were required to intern approximately 90 hours and earn college credit for the internship.	
News Room Job Shadows	WHEC-TV Staff, High School & College Students	02/01/2018 - 01/31/2019	On a regular basis, WHEC-TV offers high school and college students the opportunity to spend a day in the newsroom learning about TV news, as well as learning about career opportunities. A typical day for the students includes: <ul style="list-style-type: none"> <li>• Attend either a morning or afternoon meeting;</li> <li>• Spend time with a Producer learning what they do to prepare for a newscast;</li> <li>• Follow a Reporter and/or Anchor and watch what they do as they cover a story;</li> <li>• Spend time with a Photographer learning about the importance of the position;</li> <li>• Spend time on the assignment desk learning what happens at the desk;</li> <li>• Take a tour of the station</li> </ul>	Students who shadowed in the newsroom attended the following schools: Monroe Community College, SUNY Fredonia, St. Andrews University, SUNY Brockport, School of the Arts
School Visits	WHEC-TV Human Resources	02/01/2018 - 01/31/2019	WHEC-TV news and sales staff regularly speak with students in elementary schools, senior high schools and colleges about their jobs and careers in broadcasting.	Schools visited include: Montessori Academy in Rochester, St. Joseph School, Johann Perrin Middle School, Crestwood Childrens Center, Holy Childhood, and Leo Berabi School.
Station Tours	Various Schools and Community Organizations	02/01/2018 - 01/31/2019	Station tours are given on a regular basis to schools and community organizations interested in television news and broadcasting careers. Area high schools, colleges and community organizations toured the station and spoke with the News Director, Anchors, Reporters, Meteorologists and Engineers about their jobs and getting into television.	Schools and community groups that participated in station tours include: Cub Scout Troop 178 and Adolescents Inspiring Through Multimedia.
New York State Broadcasters Internship Program	Sandy Messineo	05/01/2018 - 08/31/2018	WHEC-TV was selected by the New York State Broadcasters Association to hire two interns and provide them with the opportunity to witness and experience first-hand how a television station operates. The program allows the interns to work with staff from News, Sales, Engineering, Web, and Production Departments.  The internship was 180 hours for each intern.	
News Internship Program - 2018	Jason Dusett, Executive Producer	05/23/2018 - 08/23/2018	WHEC-TV offered a news internship during the Summer of 2018. The intern learned how to write news stories for newscasts and the station website, supported the Sports Department, helped out on the Assignment Desk and learned to produce newscasts.	

St. John Fisher College Meet the Media Panel	Professor Arien Rozelle	11/09/2018 - 11/09/2018	A WHEC-TV News Manager joined two fellow members of the media on a panel during a St. John Fisher College Public Relations class. They answered questions about the relationship between public relations, journalism and social media. They also fielded questions about what goes into covering a story, what management looks for in story pitches, and the paths taken in each of their careers. The WHEC-TV News Manager shared his insights about his work at News 10.	Students approached WHEC-TV news personnel after the discussion and we encouraged students to apply for an internship at the station. The WHEC-TV manager distributed his contact information and encouraged students to reach out to him if they wished to discuss any further interest in broadcast journalism.
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