

FCC EEO Combined Public File Report

For the Reporting Period: 02/01/2021 to 01/31/2022

Call Letter WHEC-TV	Type of Station TV	Location:City/State Rochester, NY	Facility ID 70041
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Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WHEC-TV.Photographer/Editor(21-1021)	04/14/2021	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 305, 331, 431, 432, 436, 443, 446, 493, 494, 500, 513, 528, 616, 617, 642, 643, 649, 697, 698, 720, 734, 736, 741, 796, 803, 804, 809, 822, 823, 826, 920, 923, 1230, 1268, 1450, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 5000	1457, 2226
WHEC-TV.Reporter/Multimedia Journalist(21-1022)	02/19/2021	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 305, 331, 431, 432, 436, 443, 446, 493, 494, 500, 513, 528, 616, 617, 642, 643, 646, 649, 697, 698, 720, 734, 736, 741, 796, 803, 804, 809, 822, 823, 826, 920, 923, 1230, 1268, 1450, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 5000	2226
WHEC-TV.WHEC-TV Meteorologist & Multi-Media Journalist(21-1079)	06/30/2021	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 431, 432, 436, 443, 446, 493, 494, 500, 513, 528, 616, 617, 642, 643, 646, 649, 697, 698, 720, 734, 736, 741, 796, 803, 804, 809, 822, 823, 826, 920, 923, 1230, 1268, 1450, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 5000	2226
WHEC-TV.Digital Marketing Specialist(21-1113)	08/24/2021	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 431, 432, 436, 443, 446, 493, 494, 500, 513, 528, 616, 617, 642, 643, 649, 697, 698, 720, 734, 741, 796, 803, 804, 809, 822, 823, 826, 920, 923, 1230, 1268, 1450, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 5000	1457
WHEC-TV.Photographer/Editor(21-1216)	07/07/2021	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 431, 432, 436, 443, 446, 493, 494, 500, 513, 528, 616, 617, 642, 643, 649, 697, 698, 720, 734, 741, 796, 803, 804, 809, 822, 826, 920, 923, 1230, 1268, 1450, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2307, 3000, 3013, 3032, 3064, 5000	2226
WHEC-TV.Meteorologist(21-1223)	06/21/2021	9000	2226

WHEC-TV.Sports Anchor/Reporter(21-1240)	08/11/2021	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 431, 432, 436, 443, 446, 493, 494, 500, 513, 528, 616, 617, 642, 643, 646, 649, 697, 698, 720, 734, 741, 796, 803, 804, 809, 822, 823, 826, 920, 923, 1230, 1268, 1450, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 5000	822
WHEC-TV.Traffic Specialist(21-1325)	09/15/2021	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 431, 432, 436, 443, 446, 493, 494, 500, 513, 528, 616, 617, 642, 643, 649, 697, 698, 720, 734, 741, 796, 803, 804, 809, 822, 826, 920, 923, 1035, 1230, 1268, 1450, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 5000	2226
WHEC-TV.Photographer/Editor(21-1348)	09/22/2021	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 431, 432, 436, 443, 446, 493, 494, 500, 513, 528, 616, 617, 642, 643, 646, 649, 697, 698, 720, 734, 741, 796, 803, 804, 809, 822, 823, 826, 920, 923, 1035, 1230, 1268, 1450, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2107, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 5000	923, 1450
WHEC-TV.Sales Coordinator(21-1393)	10/18/2021	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 431, 432, 436, 443, 446, 493, 494, 500, 513, 528, 616, 617, 642, 643, 649, 697, 698, 720, 734, 741, 796, 803, 804, 809, 822, 823, 826, 920, 923, 1035, 1230, 1268, 1450, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 5000	1450
WHEC-TV.News Producer(21-1438)	01/25/2022	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 431, 432, 436, 443, 446, 493, 494, 500, 513, 528, 616, 617, 642, 643, 646, 649, 697, 698, 720, 734, 741, 796, 803, 804, 809, 822, 823, 826, 920, 923, 1035, 1230, 1268, 1450, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2107, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 5000	1450
WHEC-TV.Sports Anchor- Associate Producer(21-1480)	10/22/2021	9000	1457
WHEC-TV.Account Executive(21-1503)	01/21/2022	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 431, 432, 436, 443, 446, 493, 494, 500, 513, 528, 616, 617, 642, 643, 649, 697, 698, 720, 734, 741, 796, 803, 804, 809, 822, 823, 826, 920, 923, 1035, 1230, 1268, 1450, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 5000	697
WHEC-TV.Operations Technician(21-1599)	01/10/2022	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 431, 432, 436, 443, 493, 494, 500, 513, 528, 617, 642, 643, 649, 697, 698, 720, 734, 741, 796, 803, 804, 809, 822, 823, 826, 920, 923, 1230, 1268, 1450, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2277, 2300, 2307, 3000, 3013, 3032, 5000	2226
WHEC-TV.Research Coordinator(22-1005)	01/12/2022	9000	2226

List of Recruitment Sources

***An asterisk next to the name of the source indicates a source that requested our postings.**

Code	Recruitment Source	Address	Contact Person	Candidates Interviewed
156	Alfred State College	SDC 204 10 Upper College Dr Alfred New York, 14802	Elaine Antonioli 6075874060	0
170	Action for a Better Community, Inc. Head Start	1772 Clifford Ave Rochester New York, 14609	Alice M Jones 5854828914	0
171	ABVI Goodwill of the Finger Lakes	500 S Clinton Ave Rochester New York, 14620	Joette Vahey 5856975758	0
172	Action for a Better Community Inc	550 E Main St Rochester New York, 14604	Desiree Wilson 5853255116	0
173	SAG AFTRA Ohio Pittsburgh Local	307 Fourth Ave,Suite 920 Pittsburgh Pennsylvania, 15222	Brian Lysell	0
195	Monroe 2 Orleans BOCES	160 Wallace Way Rochester New York, 14624	Tracy Hinkley 5853499143	0
197	SUNY Broome/Applied Learning & Career Center	PO Box 1017 MS #55 Binghamton New York, 13902	Jeanie Kumpon 6077785207	0
216	Continuing Developmental Services (CDS)	860 Hard Rd Webster New York, 14580	Chad Williams 5853414600	0
220	Camp Good Days and Special Times	1332 Pittsford Mendon Rd Mendon New York, 14506	Kira Smelser 5856245555	0
247	NYS DOL Rochester Job Bank	276 Waring Rd Rochester New York, 14609	Jason Kirchhoff	1
270	Rochester Educational Opportunity Center	161 Chestnut St Rochester New York, 14604	Sonya Haynes 5853274062	0
272	Empire State Consumer Project	50 Landsdowne Ln Rochester New York, 14618	Judy Braiman 5853831317	0
278	St John Fisher College	3690 East Ave Rochester New York, 14618	Handshake 5853858050	2

303	Howard University Career Services	525 Bryant St NW (Rms 202-203) Washington Dist. Columbia, 20059	Handshake 2028067513	0
305	Howard University Office of Career Development	525 Bryant St NW Room 107 Washington Dist. Columbia, 20059	Handshake 2028065806	0
331	University of Rochester, Career & Internship Center	4-200 Dewey Hall, Box 270028 Rochester New York, 14627	Handshake 5852752366	1
379	Job Fair			1
431	Rochester City School District	131 W Broad St Rochester New York, 14614	Lo Wan Brown 5852628597	0
432	Pathstone	400 East Ave Rochester New York, 14607	Clarian Velazquez Santos 5853403383	0
436	Rochester Rehabilitation Center The Employment Connection	1357 University Ave Rochester New York, 14607	Sara Taylor 5852632690	0
443	Rochester Inst of Technology, Natl Tech Inst for the Deaf	One Lomb Memorial Dr Rochester New York, 146230887	Shyrl Orrego Scalice 5854756883	0
446	Roberts Wesleyan College	2301 Westside Dr Rochester New York, 14624	Handshake 5855946533	0
493	Syracuse University	215 University Place Syracuse New York, 13244	Handshake 3154431209	0
494	SUNY Geneseo Student Employment Service	MacVittie Union 353, 1 College Circle Geneseo New York, 14454	Handshake 5852455734	0
500	College at Brockport Career Services	350 New Campus Dr Brockport New York, 14420	Handshake 5853952159	1
513	Urban League of Rochester	265 N Clinton Ave Rochester New York, 14605	Melissa Woody	0
528	*University at Albany, Office of Career and Professional Development	Science Library - G50, 1400 Washington Ave Albany New York, 12222	Handshake 5184374900	0

616	Monroe Community College Career Services	1000 E Henrietta Rd Rochester New York, 14623	Michelle Mayo 5852922248	0
617	Monroe Community College Downtown Campus	321 State St Rochester New York, 14608	Ivan Matthew 5856856169	0
642	*NABET CWA	501 Third St NW 6th Flr Washington Dist. Columbia, 20001	Jodi Fabrizio - Clontz 2024341254	0
643	Native American Cultural Center Inc	229 Empire Blvd Rochester New York, 14609	Danielle Downs 5854421100	0
646	National Association of Black Journalists	Career Center, 8800 Lakewood Dr #117 Windsor California, 95492	Calvin Gilreath 7039642765	0
649	Nazareth College of Rochester	4245 East Ave Rochester New York, 14618	Linda Crandall 5853892301	0
697	New York State Broadcasters Association	1805 Western Ave Albany New York, 12203	Carolyn Jung 5184568888	1
698	Rochester Works!	255 N Goodman St Rochester New York, 14607	Vivian Degro 5852583548	0
720	Starbridge	1650 South Ave Rochester New York, 14620	Jeffrey Diekvoss 5852247261	0
734	YMCA Child Care Center at Lewis Street	53 Lewis Street Rochester New York, 14605	Rebecca Worcester 5853252572	0
736	Monroe County Affirmative Action & Community Affairs	39 W Main St #205 Rochester New York, 14614	Rev Ron House 5854283314	0
741	Monroe County Dept of Human Services	111 Westfall Rd Rochester New York, 14620	Elizabeth O'Brien 5857536024	0
796	Rochester Institute of Technology	57 Lomb Memorial Dr Rochester New York, 14623	Morgan Faas 5854752301	2
803	Ibero American Action League Inc	777 Clifford Avenue Rochester New York, 14621	Glory Harris 5852568900	0

804	Ibero American Action League Inc	817 E Main St Rochester New York, 14605	Patricia Cruz-Irving 5852568900	0
809	Hobart and William Smith Colleges	300 Pulteney St Geneva New York, 14456	Handshake 3157813514	0
822	Ithaca College	953 Danby Rd Ithaca New York, 14850	Handshake 6072741723	1
823	Japanese American Citizens League	National Headquarters, 1765 Sutter St San Francisco California, 94115	Diedria Howard 4159215225	0
826	Jewish Community Center of Greater Rochester	1200 Edgewood Ave Rochester New York, 14618	Christine O'Rourke 5854612000	0
920	*Genesee Community College	1 College Rd Batavia New York, 14020	Barry C. Chow 5853430055	0
923	TV Jobs	PO Box 4116 Oceanside California, 920524116	Mark C Holloway 7607548177	8
1035	*University of the Southwest	6610 Lovington Hwy T-30 Hobbs New Mexico, 88240	Handshake 5753926561	0
1230	CUNY Graduate School of Journalism	219 W 40th St New York New York, 10018	Handshake 6467587727	0
1268	Columbia University Journalism School	Pulitzer Hall, 2950 Broadway New York New York, 10027	Lauren Mack 2128544422	0
1450	Indeed.com	Austin Texas,		24
1456	Journalism Jobs	Berkeley California,	5106531521	2
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		14
1464	Finger Lakes Community College Career Services	3325 Marvin Sands Dr Canandaigua New York, 14424	Cathy Petruccione 5857851270	0
1465				

Buffalo State College Career
Development Center

1300 Elmwood Ave Cleveland Hall 306
Buffalo New York, 14222

Lynn Rogers
7168785811

0

1466	St Bonaventure University	PO Box 119, 3261 W State Road St Bonaventure New York, 14778	Handshake 7163752384	0
1467	University at Buffalo	259 Capen Hall Buffalo New York, 14260	Handshake 7166454642	0
1468	Cornell University	103 Barnes Hall Ithaca New York, 14853	Handshake 6072555221	0
1469	Medaille College	18 Agassiz Cir Buffalo New York, 14214	Carol Cullinan 7168802211	0
2102	Utica College	1600 Burrstone Rd Utica New York, 13502	Handshake 3157923087	0
2107	MediaTalent	2515 Sparrow Crest Dr Katy Texas, 77494	Rick Iler 9132170685	0
2117	Fredonia Career Development Office	Gregory Hall, 2nd Floor Fredonia New York, 14063	Handshake 7166733327	0
2226	Employee Referrral			22
2241	Veterans Outreach Center, Inc.	459 South Ave Rochester New York, 14620	Richard Bergen 5852957813	0
2265	NYU Wasserman Center for Career Development	140 East 14th Street New York New York, 10003	Handshake 2129984730	0
2277	Herkimer College	100 Reservoir Rd Herkimer New York, 13350	Carm Speciale 3158660300	0
2300	Mohawk Valley Community College	Attn: Office of Career Services, 1101 Sherman Dr Utica New York, 13501	Christa Nigro 315-792-5672	0
2307	SUNY Canton Career Services	34 Cornell Dr Canton New York, 13617	Handshake 3153867119	0

3000	HBI Career Site			5
3013	The Rochester Association of Black Journalists	P.O. Box 17728 Rochester New York, 14617	Richard McCollough	0
3032	*United Way of Greater Rochester	75 College Avenue Rochester New York, 14607	Rodney Young (585) 242-6556	0
3064	SUNY Oswego	3415 University Ave Oswego New York, 13126	Handshake 315-312-2255	1
5000	Internal			7
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
FCC EEO Training	Michelle Ott, Corporate HR	01/18/2022- 01/18/2022	Management of WHEC-TV participated in training on the FCC's Rules regarding equal employment opportunity. Also reviewed were employment and non-discrimination laws and Hubbard's policy and program to ensure equal employment opportunities in the workplace.
MCC Internship Program	Maureen McIntosh	02/01/2021- 01/31/2022	WHEC-TV Engineering 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 and engineering positions. The students were required to intern approximately 90 hours and earn college credit for the internship.
New York State Broadcasters Internship Program	Sandra Messineo	06/07/2021- 08/05/2021	WHEC-TV was selected by the New York State Broadcasters Association to hire two interns to 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 - 2022	John D. Overacker	01/28/2022-08/31/2022	WHEC-TV offered news internships throughout 2022 for the various school semesters (spring and summer 2022). The interns learned how to write news stories for newscasts and the station website. The interns helped out on the Assignment Desk and learned how to produce newscasts.
Spring 2022 Engineering Internship	Kimberly Young, Internship Coordinator	01/31/2022-05/14/2022	WHEC-TV offered a paid internship in our Engineering department during the spring semester 2022. The intern will work directly with experienced members of our Engineering department in a learning opportunity, where the student extends their education beyond the classroom. The intern will learn professional and practical experience in the advancement of their college education. The student is assigned a mentor at the station to teach them about operations and engineering positions. The student is required to intern a minimum of 150 hours and earn college credit for the internship.
Stop the Violence Job Fair	Clay Harris	11/15/2021-11/16/2021	WHEC-TV was one of the sponsors for the Stop the Violence Job Fair. This job fair was open to the community. We created a Public Service Announcement (PSA) for the job fair which was aired on our station to alert the community that the job fair was happening.