

FCC EEO Combined Public File Report

For the Reporting Period: 02/01/2022 to 01/31/2023

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.Web Producer(21-1442)	03/08/2022	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	278, 1450
WHEC-TV.Assignment Editor(21-1450)	04/06/2022	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	1457
WHEC-TV.News Producer(22-1045)	05/06/2022	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, 3111, 5000	3000, 5000
WHEC-TV.Account Executive(22-1046)	01/11/2023	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 379, 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, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 3111, 5000	1457
WHEC-TV.IT Systems Administrator(22-1084)	03/10/2022	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 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, 3111, 5000	1450
WHEC-TV.Reporter/Multimedia Journalist(22-1125)	01/12/2023	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 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, 3111, 5000	2117

WHEC-TV.Web Producer(22-1177)	05/20/2022	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, 3111, 5000	5000
WHEC-TV.News Producer(22-1235)	08/19/2022	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, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2107, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 3111, 5000	278, 2226, 2226
WHEC-TV.Photographer/Editor(22-1239)	08/01/2022	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, 1466, 1467, 1468, 1469, 2102, 2107, 2117, 2226, 2241, 2265, 2277, 2300, 3000, 3013, 3032, 3064, 3111, 5000	2226
WHEC-TV.Sales Coordinator(22-1280)	06/10/2022	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 431, 432, 436, 443, 513, 617, 642, 643, 649, 697, 698, 720, 734, 741, 803, 804, 826, 920, 923, 1268, 1450, 1457, 1464, 1469, 2226, 2241, 3000, 3013, 3032, 3111, 5000	923
WHEC-TV.Operations Technician(22-1286)	06/21/2022	9000	5000
WHEC-TV.Broadcast Systems Engineer(22-1297)	07/06/2022	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, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 3111, 5000	5000
WHEC-TV.Assistant News Director(22-1327)	09/08/2022	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, 617, 642, 643, 646, 649, 697, 698, 720, 734, 741, 796, 803, 804, 809, 822, 823, 826, 920, 923, 1035, 1230, 1268, 1450, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2107, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 3111, 5000	1457
WHEC-TV.Staff Director(22-1348)	08/11/2022	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, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2300, 3000, 3013, 3032, 3064, 3111, 5000	1450
WHEC-TV.Broadcast Facilities Engineer(22-1353)	08/04/2022	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 303, 331, 431, 432, 436, 443, 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, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2117, 2226, 2241, 2265, 2277, 2300, 3000, 3013, 3032, 3111, 5000	923

WHEC-TV.Morning Anchor-Reporter(22-1355)	10/10/2022	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, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2107, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 3111, 5000	5000
WHEC-TV.Weekend Anchor-Reporter(22-1356)	12/01/2022	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, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2107, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 3111, 5000	1450, 2226
WHEC-TV.Senior Producer(22-1466)	10/03/2022	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, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2107, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 3111, 5000	2226
WHEC-TV.Web Producer(22-1495)	12/07/2022	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 379, 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, 1268, 1450, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2107, 2117, 2226, 2241, 2265, 2277, 2300, 3000, 3013, 3032, 3064, 3111, 5000	1450

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	1
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
331	University of Rochester, Career & Internship Center	4-200 Dewey Hall, Box 270028 Rochester New York, 14627	Handshake 5852752366	0
379	Job Fair			0
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	1
649	Nazareth College of Rochester	4245 East Ave Rochester New York, 14618	Linda Crandall 5853892301	1
697	New York State Broadcasters Association	1805 Western Ave Albany New York, 12203	Carolyn Jung 5184568888	2

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
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	0
803	Ibero American Action League Inc	777 Clifford Avenue Rochester New York, 14621	Glory Harris 5852568900	1
804	Ibero American Action League Inc	817 E Main St Rochester New York, 14605	Patricia Cruz-Irving 5852568900	1
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	0
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	1
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		9
1464	Finger Lakes Community College Career Services	3325 Marvin Sands Dr Canandaigua New York, 14424	Cathy Petruccione 5857851270	1
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 University	1600 Burrstone Rd Utica New York, 13502	Handshake 3157923087	0
2107	MediaTalent	2515 Sparrow Crest Dr Katy Texas, 77494	Rick Iler 9132170685	1
2117	Fredonia Career Development Office	Gregory Hall, 2nd Floor Fredonia New York, 14063	Handshake 7166733327	1
2226	Employee Referral			17

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 County Community College	100 Reservoir Rd Herkimer New York, 13350	Handshake 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			15
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	0
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
5000	Internal			11
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
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Careers In Media Phone Interview	Lauren Leone	12/04/2022-12/04/2022	A St. John Fisher University student spoke with WHEC's Assignment Editor-Web Producer about their experience working in a newsroom for the student's class assignment. The Assignment Editor-Web Producer answered questions about job stability, challenges faced and advice for students interested in entering the news industry.
Engineering Internships	Laura Murphy	02/02/2022-05/26/2023	WHEC hired interns in the Engineering department during the spring semesters of 2022 and 2023. The interns worked directly with experienced members of our Engineering department in a learning opportunity, where the students extended their education beyond the classroom. The students were assigned a mentor to teach them about operations and engineering positions. The internships were a minimum of 150 hours and the interns earned college credit for the internship.
Greater Rochester Virtual Career Fair	Julia Pagano, Talent Strategy Coordinator	04/09/2022-04/09/2022	WHEC's Director of Sales and Local Sales Manager participated in the Greater Rochester Virtual Career Fair. The two spoke with students about sales careers in television.
Leadership Training	Julie Pomeroy, Senior Manager, Learning, Training & Development	10/18/2022-11/15/2022	The Operations Manager at WHEC participated in the leadership training The 6 Critical Practices for Leading a Team. Training was provided to grow and develop management/leadership skills.
NABJ/NAHJ Conference & Career Fair	Veronique Dodson, Director fo Membership	08/04/2022-08/08/2022	WHEC was represented by an Anchor/Reporter at the National Association of Black Journalists & the National Association of Hispanic Journalists Conference & Career Fair. The Anchor/Reporter attended the conference and also worked at the Hubbard Broadcasting booth during the Career Fair. While at the Career Fair, she interacted with potential candidates for journalism related positions. She told candidates about her experience working at WHEC, about the company and culture.
News Internship Program	John D. Overacker	02/02/2022-01/01/2024	WHEC hired news interns throughout 2022 and the spring of 2023. The interns learned how to write news stories for newscasts and the station website. They also helped out on the Assignment Desk and learned how to produce newscasts.
St. Bonaventure University News Fellowship	Professor Anna Bulszewicz	05/17/2022-01/31/2023	WHEC hosted two paid fellows in the news department for St. Bonaventure University

Jandoli School of Communication students. The fellows worked directly with experienced members of the news department learning what it is like to work in television news and enhance their education beyond the classroom.

Station Tour - EMCC Student

Stephanie Robusto, Public Affairs Officer

05/19/2022-07/26/2022

A student from Eastern Monroe Career Center (EMCC) participated in a station tour and job shadow. The student met with newsroom and creative services teams. A News Anchor spoke with the student about the news business and potential job opportunities. The student also participated in a client shoot with the creative services team and spent time shadowing a news photographer.

SUNY Brockport Broadcasting Class

Warren Kozireski

10/14/2022-10/14/2022

WHEC's VP/General Manager spoke at a broadcasting management class at SUNY Brockport College. He discussed topics about content decisions, syndicated programming, the budgeting process and how managers go about planning, motivating direct reports to see the same vision.

Syracuse University Business & Communications Fair

Sue Clayton

09/29/2022-09/29/2022

WHEC's News Director and Director of Sales participated in the Fall 2022 Syracuse University Business & Communications Fair. While at the Career Fair, they interacted with students, identifying their interests, talents and goals and aligning them to opportunities at the station.