

FCC EEO Combined Public File Report

For the Reporting Period: 02/01/2023 to 01/31/2024

Call Letter
WHEC-TV

Type of Station
TV

Location:City/State
Rochester, NY

Facility ID
70041

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.Executive Producer(22-1069)	04/11/2023	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 401, 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.Assignment Editor(22-1649)	05/16/2023	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, 3000, 3013, 3032, 3064, 3111, 5000	5000
WHEC-TV.Photographer/Editor(23-1013)	09/15/2023	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	923, 1450, 1450, 1457, 2226
WHEC-TV.Account Executive(23-1014)	09/27/2023	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 401, 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	2226
WHEC-TV.Multimedia Journalist(23-1015)	10/18/2023	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 401, 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, 1457
WHEC-TV.Multimedia Journalist(23-1027)	02/01/2023	9000	2226

WHEC-TV.News Producer(23-1128)	05/11/2023	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, 3000, 3013, 3032, 3064, 3111, 5000	923
WHEC-TV.Assignment Editor(23-1197)	05/31/2023	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, 2107, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 3111, 5000	1457
WHEC-TV.Staff Director(23-1228)	05/24/2023	9000	3000
WHEC-TV.Executive Producer(23-1244)	11/21/2023	156, 170, 171, 172, 173, 195, 197, 216, 220, 247, 270, 272, 278, 303, 331, 401, 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, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 3111, 5000	2226, 5000
WHEC-TV.Operations Manager(23-1257)	06/23/2023	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, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 3111, 5000	5000
WHEC-TV.Staff Director(23-1273)	07/19/2023	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.IT Systems Administrator(23-1298)	08/22/2023	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, 1268, 1457, 1464, 1465, 1466, 1467, 1468, 1469, 2102, 2117, 2226, 2241, 2265, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 3111, 5000	1450
WHEC-TV.Staff Director(23-1328)	08/28/2023	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, 2226, 2241, 2277, 2300, 2307, 3000, 3013, 3032, 3064, 3111, 5000	616
WHEC-TV.News Producer(23-1335)	01/23/2024	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, 2107, 2117, 2226, 2241, 2265, 2277, 2307, 3000, 3013, 3032, 3064, 3111, 5000	1457, 2226, 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	1
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 University	3690 East Ave Rochester New York, 14618	Handshake 5853858050	0
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
401	Recruiter			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 University	2301 Westside Dr Rochester New York, 14624	Handshake 5855946533	0
493	Syracuse University	215 University Place Syracuse New York, 13244	Handshake 3154431209	1
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	2
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 University	4245 East Ave Rochester New York, 14618	Handshake 5853892301	0
697	New York State Broadcasters Association	1805 Western Ave Albany New York, 12203	Carolyn Jung 5184568888	0
698	Rochester Works!	255 N Goodman St Rochester New York, 14607	Vivian Degro 5852583548	1
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	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	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,		15
1456	Journalism Jobs	Berkeley California,	5106531521	2
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		16
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 University	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	1
2226	Employee Referral			15
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			3
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			12
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		0

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
2023 NABJ Convention & Career Fair	Veronique Dodson, Director of Membership	08/02/2023-08/04/2023	WHEC-TV participated in the 2023 National Association of Black Journalists Conference & Career Fair. One of WHEC-TV's Anchor-Reporters represented the station by attending the conference and also working at the Career Fair. While at the Career Fair, the Anchor-Reporter interacted with attendees for journalism related positions such as anchoring, reporting, and producing. She shared her experience of working at WHEC-TV, about our location and culture with attendees. Participating in the NABJ Career Fair helps recruit diverse talent to WHEC-TV and Hubbard Broadcasting.
BEA 2023 Career Fair	Michael Hammond	04/18/2023-04/18/2023	WHEC-TV's Director of Engineering represented the station at the Broadcasting Education Association (BEA) 2023 Career Fair. He spoke with participants about jobs with the station.
East High School Career Day	Mary Weil	04/28/2023-04/28/2023	A WHEC-TV Anchor-Reporter spoke with two groups of freshmen students at East High School about careers in the field of

journalism/broadcasting/communications. The presentations featured a reel-style video of clips from the morning news, personal anecdotes about interests in storytelling, education, and work experience. At the end of the presentation, the Anchor-Reporter answered questions from the students.

Journalism Panel at SUNY Brockport	Wendy Price	11/01/2023-11/01/2023	A WHEC-TV Investigative Reporter participated in a panel at SUNY Brockport College about reporting on true crime and data. A dozen journalism students from the college took part in the question and answer session. The Reporter also spoke with students interested in careers in broadcasting.
Meet the Media	Emma Healy	10/25/2023-10/25/2023	A WHEC-TV Reporter spoke at a student-run Meet the Media event at St. John Fisher University. The three-day event brought together several communications, media, and PR professionals for a multiple panel discussion. The Reporter discussed how AI affects the broadcasting industry and how it impacts jobs.
Newhouse Spring 2023 Communications Career Fair	Bridget Lichtinger	03/30/2023-03/30/2023	WHEC's News Director and an Investigative Reporter participated in the Spring 2023 Syracuse University Communications Career Fair for students at the Newhouse School of Public Communications. While at the Career Fair, they interacted with multiple students, answering questions about careers in broadcast journalism and television production.
News Internship Program	Colleen M. Farrell	01/22/2023-01/31/2024	WHEC-TV offered news internships throughout 2023 for the various school semesters (spring, summer and winter intercession 2023). The interns learned how to write news stories for newscasts and the station website, helped out on the Assignment Desk and learned how to produce newscasts.
News Room Job Shadows	WHEC-TV Staff and High School Students	02/01/2023-01/31/2024	WHEC-TV offers high school students the opportunity to spend time in the newsroom learning about TV News and career opportunities. A typical day for the students includes attending a morning or afternoon editorial meeting, shadow a Producer, Reporter, Anchor, Meteorologist or Photographer to learn about their positions, spending time on the assignment desk learning what happens at the desk, learning how about how meteorologists make forecasts and graphics, observe a television newscast and taking a tour of the station. Two students participated in 2023 - one

student from Our Lady of Mercy High School
and one from Honeoye High School.

RCSD Job Shadow Day	Sheldon Cox	02/02/2023- 02/02/2023	WHEC-TV participated in the Rochester City School District Job Shadow Day. Students spent the day learning what it is like to work in a career in which they have an interest. Students who visited WHEC were given a tour of the station and spent time learning about the different departments at a television station. The students also watched the noon show newscast.
School Visits	WHEC-TV Human Resources	02/01/2023- 01/31/2024	WHEC-TV News Staff regularly speak with students in elementary schools, middle schools, high schools and colleges about their jobs in broadcasting. The Meteorologists include a video showcasing and highlighting the behind the scenes of meteorologists and their work. They also explain the process of weather forecasting for TV news. Schools visited include: Derech HaTorah School, RCSD School Clara Barton School No. 2, Scribner Road Elementary School, Durand Eastman Intermediate School, and Longridge Elementary School.
Sodus High School Career Day	Jim Hopkins	10/25/2023- 10/25/2023	A WHEC-TV Investigative Reporter spoke at the Sodus High School Career Day. The Reporter met with many middle and high school students to discuss job opportunities in journalism and broadcasting. She also answered questions and handed out News10NBC promotional materials.
Sports Internship	Dave Overacker	05/24/2023- 08/18/2023	A college student from Syracuse University was selected as an Intern in the Sports Department during the summer of 2023. The Intern learned first-hand the operation of a newsroom and gained valuable hands-on experience under the direct supervision of the sports staff including: writing, producing, reporting, photojournalism, and operations in the day-to-day newsgathering.
St. Bonaventure University News Fellowship	Professor Anna Bulszewicz	02/01/2023- 01/31/2024	WHEC's News Department hosted a paid fellow from St. Bonaventure University Jandoli School of Communication. The Fellow 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 - BOCES 2/WEMOCO Students	Amy LaGambino	04/18/2023- 04/18/2023	A group of students from a BOCES 2/WEMOCO Video Production & Digital Class participated in a tour of WHEC's News studio and Creative Services suite. The students

were interested in how Adobe editing is being used to create broadcast advertising and promotion. The students were given an overview of an everyday production, provided advice, asked questions of staff and were given a tour of the new Media Center.

SUNY Brockport Weather
Internship

Dave Overacker

05/22/2023-
08/18/2023

The recipient of the Hubbard Broadcasting Scholarship at SUNY Brockport was selected to be the Weather Intern for the summer of 2023. The Intern learned computer graphics system to produce daily graphics, put together daily forecasts, and helped gather information during severe weather events. At the end of the internship, the Intern produced and delivered their own weathercast for resume reel.

WEMOCO-BOCES2 Advisory
Board Meeting

Amy LaGambino-Digital and
Visual Communication Teacher

12/06/2023-
12/06/2023

A WHEC-TV Creative Services Producer was a participant in a Career and Technical Education (CTE) Program Advisory Committee for Digital and Visual Communication. The primary purpose of the CTE Program Advisory Committee is to assist educators in establishing, operating and evaluating the CTE program which serves the needs of the students, community, and the business/industry partners and to provide expertise and insight about current/future industry and technological changes. The Creative Services Producer provided input into the changes to the curriculum.