

Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 397</b></p>	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY  
--	---	--------------------------

<p><b>BROADCAST MID-TERM REPORT</b></p>	FOR COMMISSION USE ONLY FILE NO. - 20110131APU
---	--

Legal Name of the Licensee  
 NEW YORK CITY DEPARTMENT OF INFORMATION TECHNOLOGY AND TELECOM

Mailing Address  
 NYC MEDIA  
 1 CENTRE STREET, 27TH FLOOR

City NEW YORK	State or Country (if foreign address) NY	Zip Code 10007 -
------------------	---	---------------------

Telephone Number (include area code) 2126694625	E-Mail Address (if available) KOLIVER@MEDIA.NYC.GOV
--	--

FCC Registration Number 0008351835	Facility ID Number 6048	Call Sign WNYE-TV
---------------------------------------	----------------------------	----------------------

<p><b>TYPE OF BROADCAST STATION:</b></p>	<p>Commercial Broadcast Station</p> <p><input type="radio"/> Radio</p> <p><input type="radio"/> TV</p> <p><input type="radio"/> Low Power TV</p> <p><input type="radio"/> International</p>	<p>Noncommercial Broadcast Station</p> <p><input type="radio"/> Educational Radio</p> <p><input checked="" type="radio"/> Educational TV</p>
--	---	--

**Application Purpose**

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

**Station List**

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WNYE-TV	6048	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	NEW YORK, NY	<input type="radio"/> Yes <input checked="" type="radio"/> No

WNYE(FM)	3539	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	NEW YORK, NY	<input type="radio"/> Yes <input checked="" type="radio"/> No
<b>SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:</b>				
Name JOHN W. BAGWELL		Street Address 2000 K STREET, NW SUITE 600		
City WASHINGTON	State DC	Zip Code 20006-1809	Telephone Number 2024298970	
<b>FILING INSTRUCTIONS</b>				
<p>Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].</p> <p>A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.</p> <p>Consider as "full-time" employees all those permanently working 30 or more hours a week.</p>				
<b>Section I</b>				
Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio?				<input type="radio"/> Yes <input checked="" type="radio"/> No
<p>If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.</p>				
<b>CERTIFICATION</b>				
This report must be certified, as follows:				
A. By licensee, if an individual;				
B. By a partner, if a partnership (general partner, if a limited partnership);				
C. By an officer, if a corporation or an association; or				
D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.				
<small>WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).</small>				
<b>I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.</b>				
Signed		Name of Respondent KATHERINE OLIVER		
Title PRESIDENT AND GENERAL MANAGER		Telephone No. ( include area code) 2126694625		

Date  
1/28/2011

## GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

### Section II

#### RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: CAROLE POST

Title: COMMISSIONER

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

### Section III

#### MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

#### FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

## Exhibits

### Exhibit 1

Description: EEO PUBLIC FILE REPORTS

### Attachment 1

Description
<a href="#">2009 - 2010 EEO Public File Report</a>
<a href="#">2010 - 2011 EEO Public File Report</a>

WNYE FM

EEO Report  
February 1,  
2009  
THROUGH  
January 31,  
2010

1. FULL TIME VACANCIES – 8

- Chief Operating Officer
- Production Engineer
- Producer
- Graphic Artist
- Graphic Artist
- Direction of Production
- Master Control Operator
- Master Control Operator

2. RECRUITMENT SOURCES USED

- City of New York website ([www.nyc.gov](http://www.nyc.gov))
- NYC Media Group website ([www.nyc.gov/tv](http://www.nyc.gov/tv))
- craigslist ([craigslist.org](http://craigslist.org))
- Mandy ([mandy.com](http://mandy.com))
- City of New York Job Posting Process
- iHireBroadcasting ([www.ihirebroadcasting.com](http://www.ihirebroadcasting.com))
- Yahoo! Hot Jobs ([www.hotjobs.yahoo.com](http://www.hotjobs.yahoo.com))

3. SOURCE OF REFERRAL FOR EACH HIRE

See 2 above.

4. NUMBER OF INTERVIEWEES FOR EACH POSITION

For each position, NYC Media Group interviewed an average of between 5 and 10 candidates.

5. EEO Initiatives

- Job Fair Participation
  - October 9, 2009  
Expanded CUNY Career Fair  
Conference and Career Fair

Although this report applies to both WNYE(FM) and WNYE-TV, WNYE-TV was inadvertently omitted from the original version of the report.

- Job Board Postings
  - Baruch College
  - BMCC
  - Brooklyn College
  - Brooklyn Law School
  - City College
  - Columbia University
  - CUNY Grad Center
  - Fashion Institute of Technology
  - Hunter College
  - Katherine Gibbs School
  - Lehman College
  - New School University
  - New York Law School
  - NYU
  - Pratt Institute
  - School of Visual Arts
- Internship Programs
  - NYC Media Group – NYCTV (WNYE): NYCTV provides college students and recent graduates internship opportunities in a variety of functional areas year-round. Positions include production/post-production, graphic design, business development & marketing, legal and communications. Institutions represented in the program through selected intern candidates were New York University, Columbia University, Yale University, Cornell University, Queens College, University of Delaware, Northeastern State University, Brooklyn College, Bard College, George Washington University, Florida Atlantic University, New York Law School, University at Buffalo, University of Advancing Technology, University of Houston–Downtown, Baruch College, Emerson College, Binghamton University, Cardozo School of Law – Yeshiva University, Lehman College, North Carolina Agricultural & Technical State University, Spelman College, Rotterdam University of Applied Sciences (The Netherlands), Vita-Salute San Raffaele University (Italy) and Università Bocconi (Italy). Additionally, NYCTV partnered with Prep for Prep – a regional development program for youth from underrepresented backgrounds in professional fields – to provide an internship for a high school student.

## Legal Lives

- “Ask the DA” has produced programming that airs on WNYE-FM since 1991.
- The show works with selected New York City public schools in the Brooklyn area.
- The show gives elementary school children the opportunity to learn about radio production by exposure to a live radio broadcast.
- During the 2008-2009 school year, the majority of students have been minority and at least 50% have been female.

## Metropolitan Transportation Authority

- WNYE supports the Metropolitan Transportation Authority by Broadcasting and otherwise supporting their program which is produced primarily by interns
- WNYE provides affirmation that the MTA has a program that airs on WNYE in order to ensure the MTA’s access to Job Fairs and other outreach activities

## Medgar Evers College

- Approximately 90% minority enrollment
- Medgar Evers provides internship and study opportunities for the Medgar Evers College students learning radio production of programs produced by the College that air on WNYE-FM

## Made in NY PA Trainee Program

- NYC TV is an official Program Partner for the “Made in NY” Production Assistant Trainee Program, which is conducted by the Mayor’s Office of Film, Theatre and Broadcasting in conjunction with Brooklyn Workforce Innovations, a nonprofit organization specializing in employee training and placement. The trainee program, launched in March 2006, provides free, full-time training to people interested in production, many of whom would have difficulty gaining access to production work in the City. NYC TV provided hands-on experience for all four inaugural classes of PA Trainees in 2006 - from behind the scenes to in front of the camera - and looks forward to remaining a partner to the program in 2009.

6. DoITT’s Office of EEO conducted numerous agency-wide EEO training

and refresher courses throughout the time period covered by this narrative statement.

7. In an ongoing manner, DoITT sends job notices to underrepresented minority and female populations in the technical and broadcasting industry and has expanded its Citywide job posting distribution to include African American Women in Technology (AAWIT), The Association of Women in Computing and diversity/Careers in Engineering & Information Technology Publication.

8. On an on-going basis, DoITT analyzes its recruitment program to ensure that it has been achieving broad outreach to potential applicants performs. Some of the ways that DoITT accomplishes this is by recruiting individuals who are traditionally underrepresented in the media and technical field, by participating in technical job fairs and by providing hiring personnel with structured interview training, which provides hiring managers with training in non-bias selection techniques, including guidance on pre-employment inquiries, effective listening, pointers for interviewing the disabled and cross cultural competence.

9. On an on-going basis, DoITT analyzes its strategies and measures to ensure continued success in equal employment opportunity, including in areas such as recruitment, selection, promotion, rates of pay, fringe benefits, educational opportunities, complaint trends, and responses to requests for reasonable accommodations.

10. DoITT's EEO policy, which includes policies regarding unlawful harassment, anti-retaliation and complaint procedures, is distributed to all employees annually. In addition, the EEO policy is available on the agency's internal web portal under the EEO web page and is included in DoITT's personnel handbook. Additionally, the policies are distributed to all new employees as a part of their new-hire orientation.

11. All of DoITT's internal, external, and electronic advertisements and job vacancies specify that the agency is an equal employment opportunity employer.

## EEO PUBLIC FILE REPORT

**This Report covers full-time vacancy recruitment data for the period: February 1, 2010 – January 31, 2011.**

**1) Employment Unit: New York City Department of Information Technology and Telecommunications (“DoITT”) / NYC Media**

**2) Unit Members: WNYE(FM)  
WNYE-TV**

**3) EEO Contact Information for Employment Unit:**

Mailing Address:  NYC Media One Centre Street, 26 <sup>th</sup> Floor New York, NY 10007	Telephone Number: (212) 669-7021
	Contact Person/Title: Leslie Farrell
	E-mail Address: lfarrell@media.nyc.gov

**4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Administrative Staff Analyst 4 persons were interviewed for this position.	Posting on DoITT website (www.nyc.gov).
2. Program Producer 7 persons were interviewed for this position.	Referral
3. Program Producer 8 persons were interviewed for this position.	Referral
4. Executive Agency Counsel 5 persons were interviewed for this position.	Referral
5. Administrative Staff Analyst 16 persons were interviewed for this position.	Referral
6. Production Producer 15 persons were interviewed for this position.	Referral

Consistent with City of New York policy, notice of each full time vacancy was posted on [www.nyc.gov](http://www.nyc.gov).

## 5) Supplemental Recruitment Initiatives.

### (a) Initiative: Made in NY PA Trainee Program

NYC TV is an official Program Partner for the “Made in NY” Production Assistant Trainee Program, which is conducted by the Mayor’s Office of Film, Theatre and Broadcasting in conjunction with Brooklyn Workforce Innovations, a nonprofit organization specializing in employee training and placement. The trainee program, launched in March 2006, provides free, full-time training to people interested in production, many of whom would have difficulty gaining access to production work in the City.

### (b) Initiative: Career Panels

*The Office of Film, Theatre and Broadcasting (“OFTB”), a part of the Mayor’s Office of Media and Entertainment, frequently organizes panel discussions throughout the five boroughs in an effort to educate and inform New Yorkers about the wealth of career opportunities in the entertainment industry. DoITT has charged the Mayor’s Office of Media and Entertainment with the day to day management and operation of WNYE-TV and WNYE-FM. In 2010, OFTB produced the following seven panel discussions which were collectively attended by over a thousand New Yorkers:*

#### **Women in Entertainment: Behind-the-Scenes**

*March 22, 2010 at the Apollo Theater*

In celebration of Women’s History Month, OFTB partnered with the Apollo Theater’s education program and New York Women in Film and Television to present this event featuring a group of women working behind-the-scenes in film, television, and theatre in NYC. The discussion gave interested New Yorkers the opportunity to hear first-hand from women who have success working in entertainment and offered helpful career advice. OFTB organized the event, invited the speakers and reached out to the community to publicize the event.

#### **Careers in Entertainment: Writing for Film and Television**

*April 26, 2010 at Hunter College*

In partnership with Hunter College and the Writers Guild of America East, this event featured a group of writers working in film, television drama, late night comedy, children’s programming and morning news. The discussion gave students and New Yorkers the opportunity to hear personal accounts from writers working in a variety of genres who have found success in NYC. OFTB organized the event, invited the speakers and reached out to the community to publicize the event.

#### **“Made in NY”: Social Games and Branding**

*June 9, 2010 at the New School*

A collaboration that took place during Internet Week NY between OFTB, the NYC Chapter of the International Game Developers Association and SuperData Research. The event featured game designers and representatives from renowned media companies that

shared what they learned from making social games a key component of their branding and promotional strategies. OFTB organized the event, invited the speakers and reached out to the community to publicize the event.

### **“Made in NY” Production Assistants: A Peer-to-Peer Discussion**

*August 17, 2010 at Harlem Stage*

In partnership with Brooklyn Workforce Innovations (BWI), this event gave interested young New Yorkers the opportunity to hear first-hand from other young people who have started their careers in TV and film production with the help of the “Made in NY” Production Assistant Training Program, which provides free job training for those otherwise lacking access to the entertainment industry. Graduates of the program spoke about their experiences working in the entertainment industry and the opportunities that they have received through their training. Representatives from BWI were also on hand to answer questions about how to apply to the program. OFTB created the Production Assistants training program and organized and publicized the event to the community.

### **Designing an Era: “Boardwalk Empire”**

*September 27, 2010 at Long Island University*

In partnership with the Center for Communication, this event focused on HBO’s hit show “Boardwalk Empire,” offering interested New Yorkers a free screening of the first episode of the series followed by a discussion with members from the show’s creative and design team. The panelists discussed their role working on the series and how they captured the feel of Prohibition Era Atlantic City—through make-up, artists, set design, and costumes. OFTB organized the event, invited the speakers and reached out to the community to publicize the event.

### **“Made in NY”: Careers in Casting for Stage and Screen**

*October 9, 2010 at the Hilton New York*

In partnership with Teamsters Local 817 and ShowBiz Expo New York, this event featured casting directors working in film, television and theatre. Comprised of members of Teamsters Local 817, the panel gave interested New Yorkers the opportunity to hear first-hand from people who found success in the field of casting in NYC. OFTB organized the event, invited the speakers and reached out to the community to publicize the event.

### **Behind-the-Scenes: Careers On and Off Broadway**

*November 8, 2010 at the Apollo Theater*

In partnership with the Apollo Theater Education Program and The Broadway League, this panel was composed of theater professionals who have had successful careers working on Broadway and in other theatrical venues. The discussion provided students and interested New Yorkers with firsthand accounts about what it’s like to work in a creative position in the theater. OFTB organized the event, invited the speakers and reached out to the community to publicize the event.

**(c) Initiative: Internship Programs**

NYC Media Group – NYCTV (WNYE): NYCTV provides college students and recent graduates internship opportunities in a variety of functional areas year-round. Positions include production/post-production, graphic design, business development & marketing, legal and communications. Institutions represented in the program during the period covered by this report through selected intern candidates were New York University, Columbia University, Yale University, Cornell University, Queens College, University of Delaware, Northeastern State University, Brooklyn College, Bard College, George Washington University, Florida Atlantic University, New York Law School, University at Buffalo, University of Advancing Technology, University of Houston–Downtown, Baruch College, Emerson College, Binghamton University, Cardozo School of Law – Yeshiva University, Lehman College, North Carolina Agricultural & Technical State University, Spelman College, Rotterdam University of Applied Sciences (The Netherlands), Vita-Salute San Raffaele University (Italy) and Università Bocconi (Italy).

**(d) Initiative: On-going DoITT Initiatives**

**Training:** DoITT's Office of EEO conducted numerous agency-wide EEO training and refresher courses throughout this time period. Training programs/refresher courses are required for staff on a semi-annual basis. These were conducted in February and August and covered hiring, firing and office conduct in connection with discrimination and harassment.