



**ANNUAL EEO REPORT for WNYE-TV
February 1, 2006 Through January 31, 2007**

1. FULL TIME VACANCIES – 10

- Apple Macintosh Manager
- Production Assistant
- Business Development Associate
- Editor
- Executive Assistant
- Broadcast Production Engineer (vacant as of 1/24/07)
- Editor (vacant as of 1/24/07)
- Emergency Broadcast Engineer (vacant as of 1/24/07)
- Producer (vacant as of 1/24/07)
- Chief Engineer (vacant as of 1/24/07)

2. RECRUITMENT SOURCES USED

- City of New York website (www.nyc.gov)
- NYC Media Group website (www.nyc.gov/tv)
- craigslist (craigslist.org)
- Mandy (mandy.com)
- City of New York Job Posting Process

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 8 and 12 candidates.

5. EEO INITIATIVES

a. Job Fair Participation

March 23, 2006

Tisch School of the Arts/NYU Job Fair

Attendees: Timi Lewis and Nripendra Singh

March 15, 2006

Tech Expo Job Fair

May 12, 2006

CUNY Big Apple Job Fair

Attendees: Timi Lewis

May 16, 2006

Executive Diversity Job Fair



May 24, 2006

Department of Information Technology & Telecommunications Summer Intern Fair

Attendees: Timi Lewis

Manhattan Hi-Tech Job Fair

June 8, 2006

August 29, 2006

NYU Part-time Job & Internship Fair

Attendees: Timi Lewis

Target Job Fair

September 14, 2006

TechExpo Job Fair

September 28, 2006

October 27, 2006

CUNY Journalism and Broadcast Media Fair

Attendees: Natasha Khrolenko & Limei Wang

November 8, 2006

Hunter College Career Fair

Attendees: Natasha Khrolenko & Limei Wang

November 14, 2006

Pratt Institute Career Fair

Attendees: Natasha Khrolenko

b. Internship Programs

- WNYE/NYC TV expanded the robustness of its internship offerings to include a wider variety of areas, including marketing and business development; legal; production; graphic design; website development and editing. The network's internship program runs year round, coincident with the academic year, and offer opportunities during the fall, winter/spring and summer terms. Institutions represented by WNYE/NYC TV interns include locally based institutions such as Rutgers University, City University of New York (CUNY), Pratt Institute, City College, Borough of Manhattan Community College (BMCC), St. John's University, New York University, Kean University, Columbia University, New York Law School and Rider University; as well as several out-of-state schools such as University of Vermont, Duke University, University of Florida and University of Southern California.

c. Teen Talk Internship Program

- New York City Department of Education Alternative High Schools fully integrated curriculum to produce programs for air on WNYE-TV (2 hours per year) and WNYE-FM (1 hour per week)



- During the 2006-2007 school year the vast majority of students were minority and 50% of the students were female.
- This program has been in place at WNYE since the 1992-1993 school year.
- WNYE has hired Teen Talk graduates for both paid positions and as interns in other areas in prior years.

d. 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

e. 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

f. 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 2007.

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.