

EEO PUBLIC FILE REPORT

FOR

WPTZ/WNNE

**Plattsburgh, NY/ Burlington, VT
Hartford, VT/Hanover, NH**

This EEO Public File Report
Covers the One-Year Period
Ending on January 31, 2017

EEO Annual Public File Report

WPTZ/WNNE

This EEO Public File Report is filed in Station WPTZ/WNNE's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one year time period ending January 31, 2017 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;
- * The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- * The total number of persons interviewed for each recruiting source over the Reporting Period.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Human Resources, WPTZ/WNNE-TV 5 Television Drive, Plattsburgh, NY 12901; (518)561-5555.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive- Local Sales Open Date: 8/10/2015 Hire Date: 4/11/2016	6-7, 11-14, 22-23, 25, 27-29, 31, 34-35, 37, 39-43	14
Reporter/Photographer Open Date: 8/24/2015 Hire Date: 2/29/2016	1, 6-7, 9, 12-13, 18, 20, 23, 25-29, 31, 33-37, 39-41, 43	12
Anchor/Reporter Open Date: 12/4/2015 Hire Date: 2/1/2016	1, 6-7, 9, 13, 18, 20, 23, 27, 29, 31, 34- 37, 39-41	6
Newscast Producer Open Date: 12/8/2015 Hire Date: 2/15/2016	1, 6-9, 13, 18, 20, 23, 25, 27-29, 31-32, 34-37, 39-41	37
Local Sales Account Executive Open Date: 12/23/2015 Hire Date: 4/4/2016	1, 6-7, 9, 13-15, 18, 23, 27-32, 34-37, 39-41	14
Local Sales Assistant Open Date: 1/14/2016 Hire Date: 2/15/2016	1, 5-9, 12-13, 15, 18-19, 23, 27-29, 31, 34-37, 39-40	12
Reporter/Photographer Open Date: 1/14/2016 Hire Date: 2/22/2016	6-8, 10, 13, 18, 23, 29, 31, 34-37, 39-40	10
Local Sales Assistant Open Date: 2/2/2016 Hire Date: 4/25/2016	6-7, 9, 12-13, 18, 23, 27-29, 31-32, 35- 37, 39	6
Reporter/Photographer Open Date: 2/17/2016 Hire Date: 6/6/2016	1, 6-7, 9, 13, 18, 20, 23-25, 27-29, 31- 32, 34-37, 39-41	24
Anchor/Reporter Open Date: 2/17/2016 Hire Date: 7/1/2016	1, 6-7, 9-10, 13, 18, 20-21, 23, 25, 27- 29, 31-32, 34-37, 39-41	21
Newscast Producer Open Date: 3/1/2016 Hire Date: 6/13/2016	1, 6-7, 9, 13, 15, 18, 23-24, 27-29, 31, 34-37, 39-41	24
News Producer Open Date: 4/14/2016 Hire Date: 6/27/2016	6-7, 9, 13, 18, 23-24, 27-28, 31, 35-37, 39-41	35
Newscast Director Open Date: 4/21/2016 Hire Date: 7/11/2016	1, 6-7, 9-10, 13, 18, 23, 27-29, 31, 35- 37, 39-41	6
Newscast Director Open Date: 5/5/2016 Hire Date: 5/29/2016	1, 3, 6, 10, 13, 18, 20, 23, 27-29, 31-32, 35, 37, 39-41	10

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President & General Manager Open Date: 5/11/2016 Hire Date: 7/1/2016	4, 10, 30, 38	10
News Producer Open Date: 5/24/2016 Hire Date: 7/5/2016	6-7, 9, 13, 18, 23, 27-29, 31, 37, 39-40	6
Meteorologist Open Date: 10/17/2016 Hire Date: 1/16/2017	1-2, 6-7, 9, 13, 15, 17-18, 23, 27-29, 31, 35-37, 39-41, 43-44	37
Local Sales Assistant Open Date: 10/17/2016 Hire Date: 12/19/2016	1, 6-7, 9-10, 13, 15-16, 18, 23, 27-29, 31, 35-37, 39-41, 43-44	10
Photographer Open Date: 10/24/2016 Hire Date: 11/13/2016	1, 6-7, 9-10, 13, 18, 23, 27-29, 31, 35- 37, 39-41, 43	10
News Producer Open Date: 11/21/2016 Hire Date: 1/23/2017	1, 6-7, 9-10, 13, 18-19, 23, 27-29, 31, 35-37, 39-41	19
Local Sales Assistant Open Date: 12/22/2016 Hire Date: 1/16/2017	1, 6-7, 9-10, 13, 15, 18, 23, 28-29, 31- 32, 35-37, 39-41	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaja.org/ Career Services Manual Posting	N	0
2	American Meteorological Society 45 Beacon Street Boston, Massachusetts 02108-3693 Phone : 617-227-2426 Url : www.ametsoc.org Email : bmohan@ametsoc.org Barry Mohan	N	0
3	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
4	Broadcasting & Cable 810 Seventh Ave 27th Floor New York, New York 10019 Phone : 212-378-0400 ext 517 Career Services Manual Posting	N	0
5	Career Builder 191 College Street Burlington, Vermont 5401 Phone : 802-860-5325 Url : http://www.burlingtonfreepress.com/ Dawn Tremmel Manual Posting	N	1
6	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : HTV.Careers@hearst.com HTV Careers	N	27

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Champlain College 163 South Willard Street Burlington, Vermont 5401 Phone : 802-860-2700 Url : https://champlain-csm.symplicity.com/employers/ind Career Services Manual Posting	N	0
8	Clinton Community College 136 Clinton Point Drive Plattsburgh, New York 12901 Phone : 518-562-4199 Url : www.clinton.edu John Petro Manual Posting	N	0
9	Collective Talent 26150 Hersheyvale Franklin, Michigan Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	N	0
10	Current Employee	N	10
11	Dartmouth College 63 South Main Street, 2nd Floor Hanover, New Hampshire 03755 Phone : 603-646-1110 Url : https://myinterfase.com/dartmouth/employer/home.as Monica Wilson Manual Posting	N	0
12	Employee Referral	N	5
13	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
14	ETS Staffing 186 US Oval Plattsburgh, New York 12903 Phone : 518-562-4673 Email : sfussey@etsjobs.com Sarah Fussey	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Indeed.com 177 Broad St Stamford, Connecticut Phone : . Url : www.indeed.com Career Services Manual Posting	N	13
16	LinkedIn 5 Television Drive Plattsburgh, New York Phone : . Url : www.linkedin.com Sinan Sadar Manual Posting	N	1
17	Lyndon State University PO Box 919 Lyndon, Vermont 05851 Phone : 802-626-6441 Url : http://www.lsc.vsc.edu/ Danielle Berrien Manual Posting	N	0
18	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com/jobs.htm Email : medialine@medialine.com Mark Shilstone	N	0
19	Monster.com 622 Third Ave 39th Floor New York, New York 10017 Phone : 212-351-7000 Url : http://www.monster.com/ Career Services Manual Posting	N	2
20	NAHJ 1050 Connecticut Avenue NW 10th Floor Washington, DC, Maryland 20036 Phone : 202-662-7145 Url : nahj.org Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Napoli Management Group 8844 West Olympic Boulevard Suite 100 Beverly Hills, California Napoli Recruiter Manual Posting	N	1
22	New York Jobs . New York, New York Url : http://newyorkjobs.com/ Career Services Manual Posting	N	0
23	New York State DOL Job Bank Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, New York 12240 Phone : 1-888-4-NYSDOL Url : newyork.us.jobs Career Services Manual Posting	N	1
24	Newhouse Recruitment Collective 215 University Place Syracuse, New York 13244 Phone : 315-443-1913 Bridget Lichtinger Manual Posting	N	5
25	NHAB 707 Chestnut St. Manchester, New Hampshire 03104 Phone : 603-627-9600 Url : http://nhab.org/member_resources/postjobs.cfm Fax : 1-603-627-9603 Career Services Manual Posting	N	0
26	Non-Employee Referral	N	1
27	NYSBA 1805 Western Avenue Albany, New York 12203 Phone : 518.456.8888 Url : http://www.nysbroadcasters.org/ Email : cjung@nysbroadcasters.org Carolyn Jung	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Plattsburgh Chamber of Commerce PO Box 310, 7061 Rte 9 Plattsburgh, New York 12901 Phone : 518-563-1000 Url : http://oppshop.org/ Career Services Manual Posting	N	0
29	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
30	Spots-n-Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 x701 Url : www.spotsndots.com Gene McKay Manual Posting	N	0
31	St. Michael's College One Winooski Park Box 7 Colchester, Vermont 05437 Phone : 802-654-2571 Url : http://www.smcvt-csm.symplicity.com Ingrid Peterson Manual Posting	N	0
32	SUNY Adirondack Community College 640 Bay Road Queensbury, New York 12804 Phone : 518-743-2287 Url : http://collegecentral.com/sunyacc/ Email : advising@sunyacc.edu Fax : 1-518-832-7702 Cheryl Bolton	N	0
33	SUNY Oswego 7060 Route 104 Oswego, New York 13126 Phone : 315-312-2500 Url : http://www.oswego.edu/student/career/employers/ind Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	SUNY Plattsburgh 805 Kehoe Administration Bldg 101 Broad Street Plattsburgh, New York 12901 Phone : 518-564-5078 Url : http://www.plattsburgh.edu/studentlife/careers/ Sally Urban Manual Posting	N	0
35	Syracuse University 313 Newhouse 3 215 University place Syracuse, New York 13244 Phone : 315-443-3270 Url : http://newhouse.syr.edu/ Email : belichti@syr.edu Bridget Lichtinger	N	1
36	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-640-9590 Url : http://www.talentedynamics.com/jobs.cfm Email : hedding@talentedynamics.com Christina Hedding	N	0
37	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/postjobs/ Mark Holloway Manual Posting	N	6
38	TV News Check P.O. Box 565 Chatham , New Jersey 07928 Phone : 516-674-4914 Url : www.tvnewscheck.com Phil Kirk Manual Posting	N	0
39	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	University of Vermont Building E 140 633 Main Street Burlington, Vermont 5405 Phone : 802-656-3450 Url : https://uvm-csm.symplicity.com/employers/ Career Services Manual Posting	N	0
41	VAB 298 Mountain View Drive Colchester, Vermont 5446 Phone : 802-655-5764 Url : http://www.vab.org/jobs_page.htm Email : vab@vab.org Jim Condon	N	0
42	Valley News PO Box 877 White River Junction, Vermont 05001 Phone : 603-298-8711 Url : http://www.vnews.com/ Career Services Manual Posting	N	1
43	Vermont DOL Job Link 5 Green Mountain Drive PO Box 488 Montpelier, Vermont 05601 Phone : 802-828-4151 Url : www.vermontjoblink.com Rose Lucenti Manual Posting	N	3
44	Vermont Works for Women 32A Mallets Bay Avenue Winooski, Vermont 05404 Phone : 8026558900 Url : www.vtworksforwomen.org Tiffany Bluemle Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			83

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2016	Establishment of an intern program designed to assist members of the community	Hosted 7 interns over the year, for college students involved in news-related career paths.	4	Assistant News Director News Director Executive Producer Assignment Editor
2	2/17/2016	Participation in events or programs sponsored by educational institutions	Tour of station for Champlain College Journalism class.	3	Anchor/Reporter Assignment Manager Digital Media Manager
3	3/3/2016	Participation in events or programs sponsored by educational institutions	Broadcast Journalism Job Shadow, High School Senior	3	Assignment Editor Executive Producer Anchor/Reporter
4	3/14/2016	Participation in events or programs sponsored by educational institutions	Hosted tour of station for Video Production class.	3	Commercial Production Manager Assignment Editor Executive Producer
5	3/24/2016	Participation in Job Fairs	College Job Fair	2	HR Administrator Local Sales Manager
6	3/24/2016	Participation in events or programs sponsored by educational institutions	Networking event with Johnson State College	1	Digital Sales Manager
7	3/30/2016	Participation in events or programs sponsored by educational institutions	Economic Forum, focused on adapting workforce in our area.	2	President & General Manager Local Sales Manager
8	3/30/2016	Participation in Job Fairs	Job Fair at Plattsburgh State University.	4	HR Administrator Local Sales Manager Creative Services Director Promotions Producer
9	4/8/2016	Participation in other activities designed by the station employment unit	Management training in regards to Veteran Recruitment	8	President & General Manager Business Manager HR Administrator Director of Engineering
10	4/13/2016	Participation in events or programs sponsored by educational institutions	Job Expo hosted by local High School and Technology Center.	1	Anchor/reporter
11	4/13/2016	Participation in Job Fairs	Two day career fair/interviewing event at Syracuse University. Recruited on behalf of Hearst Television.	1	News Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	5/11/2016	Participation in Job Fairs	Plattsburgh Chamber Career Fair	2	HR Administrator Creative Services Director
13	9/14/2016	Participation in Job Fairs	Plattsburgh Chamber career fair.	1	HR Administrator
14	11/3/2016	Participation in events or programs sponsored by educational institutions	High School student job shadow	3	Executive Producer Assignment Editor reporter
15	11/4/2016	Participation in events or programs sponsored by educational institutions	Hosted 3 students for Job Shadows.	3	Executive Producer Assignment Editor Director of Studio Operations
16	12/5/2016	Participation in job banks, internet programs and other programs designed to promote outreach	NH Broadcasters Association Virtual Job Fair	2	HR Administrator Digital Media Manager
17	1/10/2017	Participation in events or programs sponsored by educational institutions	Career meet and greet with local High School.	1	Anchor/reporter