

EEO PUBLIC FILE REPORT

FOR

WPTZ/WNNE

Plattsburgh, NY/ Burlington, VT
Montpelier, VT

This EEO Public File Report
Covers the One-Year Period
Ending on January 31, 2018

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, 2018 (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-TV/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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Sales Account Executive Open Date: 11/2/2016 Hire Date: 2/21/2017	1, 3-4, 6, 9, 11-12, 14, 19, 22-24, 26-27, 32-33, 35-38	11
Maintenance Technician Open Date: 11/2/2016 Hire Date: 6/26/2017	1-5, 9-11, 14, 19, 22-25, 27, 31-38, 40-42	10
News Producer Open Date: 12/22/2016 Hire Date: 3/20/2017	1, 3-4, 7-9, 14, 19, 22-24, 27-28, 32-33, 35-38	7
National Sales Assistant Open Date: 1/17/2017 Hire Date: 2/13/2017	1, 3-4, 6, 8-9, 11, 14, 19, 22-24, 27-28, 32-33, 35-39	11
National Sales Assistant Open Date: 3/7/2017 Hire Date: 4/17/2017	1, 3-4, 6, 8-9, 11, 14-15, 19, 22-24, 27-28, 31-33, 35-39, 42	11
News Producer Open Date: 4/6/2017 Hire Date: 6/12/2017	1, 3-4, 6, 8-9, 14, 19-20, 22-24, 27-28, 32-33, 35-39, 42	3
News Producer Open Date: 5/25/2017 Hire Date: 9/11/2017	1, 3-4, 6, 9, 11, 14, 19, 21-24, 27, 32-33, 35-39, 41-42	3
Local Sales Account Executive Open Date: 6/8/2017 Hire Date: 7/31/2017	1, 3-4, 7, 9, 11, 14, 19, 22-24, 27-28, 32-33, 35-39, 42	3
Anchor/Reporter Open Date: 6/30/2017 Hire Date: 8/7/2017	1, 3, 6-9, 14, 16, 18-19, 22-24, 27-28, 31-32, 35, 38-39, 41-42	7
Promotion Producer/Event Coordinator Open Date: 8/4/2017 Hire Date: 8/28/2017	1, 3-4, 6-7, 9, 14, 17, 19, 22, 24, 27-28, 32-33, 35-39, 42	7
Photojournalist/Satellite Truck Operator Open Date: 8/24/2017 Hire Date: 11/6/2017	1, 3-4, 6-9, 14, 19, 22-24, 27-33, 35-39, 41-42	8
General Sales Manager Open Date: 9/7/2017 Hire Date: 10/30/2017	1, 3-4, 6-7, 9, 14, 19, 23-24, 26-33, 35-39, 41-42	7
Reporter Photographer Open Date: 11/1/2017 Hire Date: 1/15/2018	1, 3-4, 8-9, 14, 19, 22-24, 27-33, 35-39, 41-42	8
Meteorologist Open Date: 11/15/2017 Hire Date: 1/8/2018	1, 3-4, 6, 8-9, 13-14, 19, 22, 24, 27-33, 35-39, 41-42	13

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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
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	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Ken Witkoe Manual Posting	N	0
3	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : HTV.Careers@hearst.com HTV Careers	N	15
4	Champlain College 163 South Willard Street Burlington, Vermont 05401 Phone : 802-860-2700 Url : https://champlain-csm.symplicity.com/employers/ind Career Services Manual Posting	N	0
5	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
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	N	0
7	Current Employee	N	9
8	Employee Referral	N	8

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9	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
10	Former Employee	N	1
11	Indeed.com 177 Broad St Stamford, Connecticut 06901 Phone : .203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	21
12	LinkedIn 605 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : www.linkedin.com Career Services Manual Posting	N	4
13	Lyndon State University PO Box 919 Lyndon, Vermont 05851 Phone : 802-626-6441 Url : http://www.lsc.vsc.edu/ Danielle Berrien Manual Posting	N	1
14	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
15	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	1

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16	NAHJ 1050 Connecticut Avenue NW 10th Floor Washington, DC, Maryland 20036 Phone : 202-662-7145 Url : nahj.org Career Services Manual Posting	N	0
17	Napoli Management Group 8844 West Olympic Boulevard Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 Napoli Recruiter Manual Posting	N	0
18	NATAS 1375 Broadway Suite 2103 New York, New York 10018 Phone : 212-459-3630 Url : http://jobbank.emmyonline.org/ Career Services Manual Posting	N	0
19	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	0
20	Newhouse Recruitment Collective 215 University Place Syracuse, New York 13244 Phone : 315-443-1913 Bridget Lichtinger Manual Posting	N	18
21	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Url : https://northwestern-csm.symplicity.com Dainne Siekmann Manual Posting	N	0

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22	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
23	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
24	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
25	Society of Broadcast Engineers 9102 N Meridian St Ste 105 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/jl_submit.php Kyle Jones Manual Posting	N	0
26	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
27	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

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28	SUNY Adirondack Community College 640 Bay Road Queensbury, New York 12804 Phone : 518-743-2287 Url : http://collegecentral.com/sunyacc/ Cheryl Bolton Manual Posting	N	0
29	SUNY Albany 1400 Washington Avenue Albany, New York 12222 Phone : 518-437-3913 Url : https://myinterfase.com/albany/employer/home.aspx Kathy Hornberger Manual Posting	N	0
30	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
31	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
32	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	0
33	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

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34	Thayer School of Engineering, Dartmouth College 135 Cummings Hall 14 Engineering Drive Hanover, New Hampshire 03755 Phone : 603-646-2230 Url : https://thayer-dartmouth-csm.symplicity.com Jen St. Laurence Manual Posting	N	0
35	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/postjobs/ Mark Holloway Manual Posting	N	1
36	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
37	University of Vermont Building E 140 633 Main Street Burlington, Vermont 05405 Phone : 802-656-3450 Url : https://uvm-csm.symplicity.com/employers/ Career Services Manual Posting	N	0
38	VAB 298 Mountain View Drive Colchester, Vermont 05446 Phone : 802-655-5764 Url : http://www.vab.org/jobs_page.htm Email : vab@vab.org Jim Condon	N	0
39	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	0

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40	Vermont Technical College PO Box 500 Randolph Center, Vermont 05061 Phone : 802-728-1320 Url : http://www.collegecentral.com/vtc/ Karry Booska Manual Posting	N	0
41	Vermont Works for Women 32A Mallets Bay Avenue Winooski, Vermont 05404 Phone : 8026558900 Url : www.vtworksforwomen.org Tiffany Bluemle Manual Posting	N	0
42	Veterans- New York DOL 194 US Oval Plattsburgh, New York 12903 Phone : 518-561-0430 Email : john.hetfield@labor.ny.gov John Hetfield	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			79

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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	2/3/2017	Establishment of an intern program designed to assist members of the community	Hosted 4 interns over the year, for college students involved in broadcast-related career paths.	4	Executive Producer Manager of Information Technology Assistant News Director Producer
2	3/2/2017	Participation in events or programs sponsored by educational institutions	Job Shadow for High School Student through Upward Bound program at State University of New York, Plattsburgh.	3	Assignment Manager Executive Producer Manager of Information Systems
3	3/10/2017	Participation in events or programs sponsored by educational institutions	2 High School Juniors from Tupper Lake HS, shadowed with news department and sports.	3	Executive Producer Assignment Manager Anchor/Reporter
4	3/29/2017	Participation in events or programs sponsored by educational institutions	Career Fair hosted by State University of New York- Plattsburgh.	4	HR Administrator Local Sales Manager Executive Producer Creative Services Director
5	4/12/2017	Participation in events or programs sponsored by educational institutions	Two day Career Fair and Recruitment Collective at Newhouse School of Public Communications at Syracuse University.	2	News Director Assistant News Director
6	4/24/2017	Participation in events or programs sponsored by educational institutions	High School Senior Job Shadow for Broadcast Journalism and Video Production.	5	Executive Producer Assignment Manager Manager of Information Systems Promotion Producer
7	5/17/2017	Participation in Job Fairs	Career Fair hosted by North Country Chamber of Commerce.	1	HR Administrator
8	7/17/2017	Provision of training to management	Hearst's Director of Veteran Recruiting visited the station to provide training to hiring managers relating to the hiring of US Armed Forces veterans.	7	General Manager Business Manager HR Administrator News Director
9	9/13/2017	Participation in Job Fairs	Career Fair hosted by North Country Chamber of Commerce.	1	HR Administrator
10	11/6/2017	Participation in events or programs sponsored by educational institutions	Guest speaker at State University of New York- Plattsburgh Broadcast class.	1	Anchor/Reporter
11	11/28/2017	Participation in events or programs sponsored by educational institutions	Guest speaker at local High School.	1	Anchor/Reporter