

**WNNE, WPTZ**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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
Reporter Photographer Open Date: 11/15/2017 Hire Date: 6/11/2018	1, 3-4, 6-7, 9, 15, 18, 22-32, 34-36, 39-40	7
Account Executive Open Date: 11/29/2017 Hire Date: 3/27/2018	1, 3-4, 6-9, 12, 15, 18, 22-32, 34-36, 39-41	8
Producer Open Date: 1/4/2018 Hire Date: 6/11/2018	1-4, 6, 8-11, 15, 18, 22-32, 34-36, 38-41	8
Reporter Open Date: 1/30/2018 Hire Date: 6/17/2018	1, 3-4, 6, 9, 15, 18, 22-32, 34-36, 39-41	3
Anchor Open Date: 2/1/2018 Hire Date: 8/27/2018	1, 3-4, 6, 8-9, 12, 15, 18, 22-36, 38-41	31
Photographer Open Date: 3/13/2018 Hire Date: 6/18/2018	1, 3-4, 6, 9-10, 15, 18, 22-36, 38-41	3
Producer Open Date: 4/16/2018 Hire Date: 8/6/2018	1-4, 6, 9, 11, 15, 18-19, 21-36, 38-41	21
Reporter Photographer Open Date: 4/16/2018 Hire Date: 6/18/2018	1, 3-4, 6, 8-9, 15, 18, 22-36, 38-41	3
Master Control Operator Open Date: 4/18/2018 Hire Date: 5/21/2018	1, 3-4, 6-7, 9-10, 15, 18, 22-36, 38-41	7
Studio Operations Director Open Date: 5/24/2018 Hire Date: 7/1/2018	3-5, 7-8, 10-11, 13, 16, 18, 20, 22-29, 31-36, 38-41	7
Account Executive Open Date: 6/15/2018 Hire Date: 8/15/2018	1, 3-6, 9-11, 14-15, 18, 22-29, 31-36, 38-41	3
Producer Open Date: 6/29/2018 Hire Date: 8/20/2018	1, 3-7, 9-11, 14-15, 18, 22-36, 38-41	7
Maintenance Technician Open Date: 7/16/2018 Hire Date: 12/17/2018	1, 3-7, 9-11, 14-15, 17-18, 22-35, 39-41	7
Sales Account Associate- Entry Level Open Date: 7/17/2018 Hire Date: 10/29/2018	1, 3-6, 8-12, 14-15, 18, 22-35, 37, 39-41	8

**WNNE, WPTZ**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Newscast Director Open Date: 8/30/2018 Hire Date: 10/22/2018	1, 3-6, 9, 11, 14-15, 22-35, 39-41	3
Sales Assistant Open Date: 11/8/2018 Hire Date: 1/28/2019	1, 3-6, 9-15, 22-35, 39-41	12

**WNNE, WPTZ**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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 : <a href="http://www.aja.org/">http://www.aja.org/</a> Career Services Manual Posting	N	0
2	Boston University 100 Bay State Road 6th Floor Boston, Massachusetts 02215 Phone : 617-353-3590 Url : <a href="https://bu.joinhandshake.com/">https://bu.joinhandshake.com/</a> Lucy Van Beever Manual Posting	N	0
3	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : <a href="mailto:HTV.Careers@hearst.com">HTV.Careers@hearst.com</a> HTV Careers	N	20
4	Champlain College 163 South Willard Street Burlington, Vermont 05401 Phone : 802-860-2700 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Career Services Manual Posting	N	0
5	Clinton Community College 136 Clinton Point Drive Plattsburgh, New York 12901 Phone : 518-562-4199 Url : <a href="http://www.clinton.edu">www.clinton.edu</a> John Petro Manual Posting	N	0
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
7	Current Employee	N	8
8	Employee Referral	N	9

**WNNE, WPTZ**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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
9	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
10	Indeed.com 177 Broad St Stamford, Connecticut 06901 Phone : .203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	17
11	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3365 Url : <a href="https://ithaca.joinhandshake.com/">https://ithaca.joinhandshake.com/</a> Daniel Pascoe Aguilar Manual Posting	N	0
12	LinkedIn 605 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : www.linkedin.com Career Services Manual Posting	N	3
13	Lyndon State University PO Box 919 Lyndon, Vermont 05851 Phone : 802-626-6441 Url : <a href="http://www.lsc.vsc.edu/">http://www.lsc.vsc.edu/</a> Danielle Berrien Manual Posting	N	0
14	MediaBistro 475 Park Avenue South 4th Floor New York, New York 10016 Phone : . Url : <a href="https://www.mediabistro.com">https://www.mediabistro.com</a> Career Services Manual Posting	N	0

**WNNE, WPTZ**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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
15	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com/jobs.htm">http://www.medialine.com/jobs.htm</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
16	NATAS 1375 Broadway Suite 2103 New York, New York 10018 Phone : 212-459-3630 Url : <a href="http://jobbank.emmyonline.org/">http://jobbank.emmyonline.org/</a> Career Services Manual Posting	N	2
17	New York State DOL 194 US Oval Plattsburgh, New York 12903 Phone : 518-561-4295 Sylvia Nelson Manual Posting	N	1
18	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 : <a href="http://newyork.us.jobs">newyork.us.jobs</a> Career Services Manual Posting	N	0
19	Newhouse Recruitment Collective 215 University Place Syracuse, New York 13244 Phone : 315-443-1913 Bridget Lichtinger Manual Posting	N	1
20	NHAB 707 Chestnut St. Manchester, New Hampshire 03104 Phone : 603-627-9600 Url : <a href="http://nhab.org/member_resources/postjobs.cfm">http://nhab.org/member_resources/postjobs.cfm</a> Fax : 1-603-627-9603 Career Services Manual Posting	N	0

**WNNE, WPTZ**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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
21	Non-Employee Referral	N	1
22	NYSBA 1805 Western Avenue Albany, New York 12203 Phone : 518.456.8888 Url : <a href="http://www.nysbroadcasters.org/">http://www.nysbroadcasters.org/</a> Email : <a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a> Carolyn Jung	N	0
23	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
24	St. Michael's College One Winooski Park Box 7 Colchester, Vermont 05437 Phone : 802-654-2571 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Ingrid Peterson Manual Posting	N	0
25	SUNY Adirondack Community College 640 Bay Road Queensbury, New York 12804 Phone : 518-743-2287 Url : <a href="http://collegecentral.com/sunyacc/">http://collegecentral.com/sunyacc/</a> Cheryl Bolton Manual Posting	N	0
26	SUNY Albany 1400 Washington Avenue Albany, New York 12222 Phone : 518-437-3913 Url : <a href="https://myinterfase.com/albany/employer/home.aspx">https://myinterfase.com/albany/employer/home.aspx</a> Kathy Hornberger Manual Posting	N	0
27	SUNY Oswego 7060 Route 104 Oswego, New York 13126 Phone : 315-312-2500 Url : <a href="http://www.oswego.edu/student/career/employers/ind">http://www.oswego.edu/student/career/employers/ind</a> Career Services Manual Posting	N	0

**WNNE, WPTZ**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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
28	SUNY Plattsburgh 805 Kehoe Administration Bldg 101 Broad Street Plattsburgh, New York 12901 Phone : 518-564-5078 Url : <a href="http://www.plattsburgh.edu/studentlife/careers/">http://www.plattsburgh.edu/studentlife/careers/</a> Sally Urban Manual Posting	N	0
29	Syracuse University 313 Newhouse 3 215 University place Syracuse, New York 13244 Phone : 315-443-3270 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Bridget Lichtinger Manual Posting	N	0
30	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-640-9590 Url : <a href="http://www.talentedynamics.com/jobs.cfm">http://www.talentedynamics.com/jobs.cfm</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	N	0
31	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com/postjobs/">http://www.tvjobs.com/postjobs/</a> Mark Holloway Manual Posting	N	1
32	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
33	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting  Prong 2 Start Date: 1/22/2018	Y	0

**WNNE, WPTZ**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**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
34	University of Vermont Building E 140 633 Main Street Burlington, Vermont 05405 Phone : 802-656-3450 Url : <a href="https://uvm-csm.symplicity.com/employers/">https://uvm-csm.symplicity.com/employers/</a> Career Services Manual Posting	N	0
35	VAB 298 Mountain View Drive Colchester, Vermont 05446 Phone : 802-655-5764 Url : <a href="http://www.vab.org/jobs_page.htm">http://www.vab.org/jobs_page.htm</a> Email : <a href="mailto:vab@vab.org">vab@vab.org</a> Jim Condon	N	0
36	Vermont DOL Job Link 5 Green Mountain Drive PO Box 488 Montpelier, Vermont 05601 Phone : 802-828-4151 Url : <a href="http://www.vermontjoblink.com">www.vermontjoblink.com</a> Rose Lucenti Manual Posting	N	0
37	Vermont Job Link 63 Pearl Street Burlington, Vermont 05401 Phone : 802-863-7676 Url : <a href="http://www.vermontjoblink.com">http://www.vermontjoblink.com</a> Lindsey Kurrle Manual Posting	N	1
38	Vermont Technical College PO Box 500 Randolph Center, Vermont 05061 Phone : 802-728-1320 Url : <a href="http://www.collegecentral.com/vtc/">http://www.collegecentral.com/vtc/</a> Karry Booska Manual Posting	N	0
39	Vermont Works for Women 32A Mallets Bay Avenue Winooski, Vermont 05404 Phone : 8026558900 Url : <a href="http://www.vtworksforwomen.org">www.vtworksforwomen.org</a> Email : <a href="mailto:jobbank@vtworksforwomen.org">jobbank@vtworksforwomen.org</a> Rachel Kauppila	N	0



**WNNE, WPTZ**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
40	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
41	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>64</b>

**WNNE, WPTZ**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/1/2018	Listing of each upper-level category opening in a job bank or newsletter	Anchor and Director of Studio Operations positions listed with NYS Broadcasters, Vermont Association of Broadcasters, AAJA, Equality Magazines, Recruit Military, and Vermont Works for Women.	1	HR Administrator
2	2/1/2018	Establishment of an intern program designed to assist members of the community	Hosted 3 interns over the year, for college students involved in broadcast-related career paths.	4	Executive Producer Assignment Editor Assistant News Director Director of Studio Operations
3	3/13/2018	Participation in other activities designed by the station employment unit	Youth leadership conference for area high school students focused on career planning.	1	Anchor
4	3/28/2018	Participation in events or programs sponsored by educational institutions	SUNY Plattsburgh Now to Next Career Fair	2	HR Administrator Director of Studio Operations
5	4/11/2018	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	4/19/2018	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.	4	Executive Producer Director of Studio Operations Promotions Producer Manager of Information Systems
7	5/16/2018	Participation in Job Fairs	Career Fair hosted by North Country Chamber of Commerce.	1	HR Administrator
8	5/16/2018	Participation in events or programs sponsored by educational institutions	Career Fair at Middlebury Union High School.	1	Meteorologist
9	8/27/2018	Provision of training to management	Management training for veteran recruitment.	6	President/General Manager HR Administrator General Sales Manager News Director
10	9/26/2018	Participation in Job Fairs	Career Fair hosted by North Country Chamber of Commerce.	2	HR Administrator Local Sales Assistant

**WNNE, WPTZ**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
11	12/6/2018	Participation in events or programs sponsored by educational institutions	Presentation at local high school, focused on careers in meteorology.	1	Meteorologist
12	12/20/2018	Participation in events or programs sponsored by educational institutions	Station tour for Video Production class at Westport High School.	2	Promotions Producer Executive Producer